

Collaborative Working Policy

Colas Limited is an intelligent service provider for the design, building and maintenance of transport infrastructure. We are committed to developing and maintaining excellent business relationships for the mutual benefit of Colas and customers, suppliers and other stakeholders. We carefully identify and select partners to adopt a methodical approach to collaborative working in support of our strategic aims.

Our collaborative working arrangements include:

- Identification and evaluation of strategic opportunities that would benefit from a collaborative approach, including those involving multiple business partners.
- Initiation and maintenance of individual relationships in accordance with our collaborative working management system (CWMS) that is certified to ISO 44001.
- Appointment of a Senior Executive Responsible (SER) for each relationship at Senior Management level with responsibility and authority for ensuring that relationship plans and associated arrangements are fully deployed and that joint objectives are achieved.
- The establishment and maintenance of collaborative measures, aligned with our Performance Management Framework.
- Recruitment and development of talented and passionate people, with the right skills and behaviours for collaborative working.
- Understanding and management of the risks and opportunities relating to effective collaborative working.
- Provision of the necessary resource and infrastructure to support the delivery of collaborative working objectives.

Our collaborative working arrangements will be regularly reviewed and continually improved for the benefit of our customers, selected partners and the wider environment in which we operate. This policy will be communicated throughout the organisation and is readily available to interested parties on request.

Chief Executive Officer

F. Lahmamsi

Ref: C-C-1-MS-V.01-V.1-June'2023