

Group Sustainable Travel Policy Statement

Willmott Dixon is one of the UK's largest privately-owned construction, housing and property groups.

Improving the safety and wellbeing of our people as well as decoupling carbon emissions from business growth are key objectives outlined in our Sustainability Policy Statement. The nature of our business means that our people rely on cars and vans as primary forms of transport therefore vehicle selection and travel planning play a significant role in how we achieve these objectives.

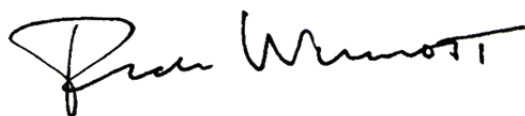
Our Sustainable Development Strategy "[Transforming Tomorrow](#)" details key ambitions for 2020 whilst our [Energy and Carbon Management Strategy](#) highlights a range of initiatives being implemented across the Group to address sustainable travel. As part of our ambitions we have committed to:

- Reducing our carbon footprint and working towards decoupling carbon emissions from business growth.
- Influencing our people's behaviour to adopt sustainable methods of transport.
- Promoting the delivery of innovative fleet technology.

Actions to deliver these commitments include:

- Incentivising bicycle use for commuting and business travel through mileage reimbursement and through schemes such as Bike4Work.
- Incentivising the selection of low carbon emission vehicles through 'Green Bonus' payments.
- Rewarding car-sharing via reimbursements to both driver and passengers.
- Promoting better driving by offering eco-driver and safe-driver training to all our people who drive on business.
- Measuring and reporting company mileage and emissions through our Annual Report and Accounts, and our Sustainable Development Review.
- Considering commuting distances when recruiting and deploying our people.
- Using real-time telemetry systems across our van fleet.
- Providing virtual meeting facilities such as video and tele-conferencing to reduce business mileage.
- Promoting the use of the travel hierarchy and implementing sustainable travel plans for all of our offices and sites.
- Providing opportunities for flexible working.
- Reviewing our company car list and selection of fleet vans to ensure that reductions in carbon emissions are achieved in-line with the availability of lower emission vehicles.

These actions are supported by a range of policies and procedures within our Integrated Management Systems which are published for our people via our intranet.



RICK WILLMOTT
Group Chief Executive
WILLMOTT DIXON HOLDINGS LIMITED

Date: 1 November 2016