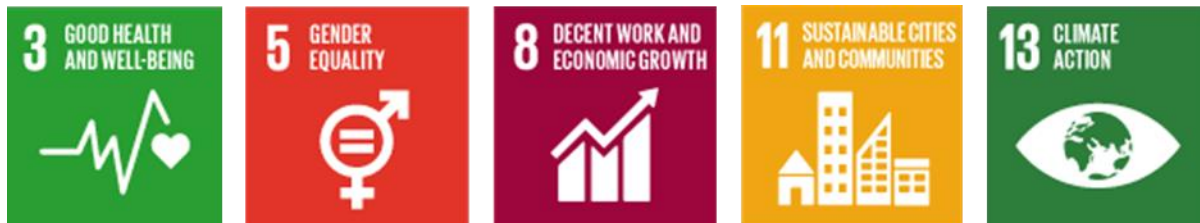


Sustainable Business

The Go-Ahead Group plc and its operating companies (“Go-Ahead”) are committed to conducting its business in a responsible and sustainable way. For Go-Ahead, this means consistently working to reduce any negative economic, social and environmental impact caused by our operations, complying with all local and international laws and regulations and, at the same time, seeking opportunities to create and increase shared value with our stakeholders and with the communities we serve.

Guided by our purpose of “*Moving you and the next generation towards a smarter and healthier planet*”, our efforts to ensure the sustainability of our business are underpinned by our strong new values and own materiality assessment. We have also identified five specific United Nations Sustainable Development Goals (SDGs) (as set out below) where we believe we can make a meaningful, positive impact and deliver long term value to all our stakeholders and upon which our efforts will be focussed via our Sustainability Policy.

United Nations SDGs most relevant to our business



Go-Ahead sustainability topics and goals

- **Environmental**
 - Energy and Climate Change: We will mitigate our contribution to climate change by increasing energy efficiency and decarbonising our energy sources and managing climate change risks and opportunities – including the adaptation of our business to its impacts
 - Air Quality: We will reduce emissions from our operations by transitioning to clean energy sources
 - Water: We will reduce our water consumption and prevent water pollution
 - Waste: We will reduce waste generated by our operations and increase our recycling rates
 - Noise: We will keep noise pollution to a minimum and ensure complaints are quickly addressed
 - Biodiversity: We will protect and promote biodiversity where we operate
 - Sustainable procurement: We take a whole life cost approach to assessing tender price, including energy and disposal costs. We actively include carbon impact and recycling targets as part of the tender award criteria where appropriate
- **Social**

- Health & Safety: We will strive to meet or exceed our legal and moral obligations to minimise safety & health risks, and also the wellbeing of everyone who travels with us, or works at or visits premises that we have control over
- Diversity & Inclusion: We will provide equal employment opportunities, avoid discrimination and promote diversity in our workforce
- Human Rights: We will support and respect all internationally recognised Human Rights and comply with local regulation
- Accessibility: We will continuously increase the accessibility of our trains and buses and prepare our colleagues to deliver customer care for those passengers requiring additional assistance
- Community Investment: We will make a positive contribution to the communities in which we operate through our core business and through investment and partnerships
- Sustainable Procurement: We don't allow zero-hour contracts and exclude unpaid work. We encourage diversity & inclusion and closing gender pay gaps
- **Economic**
 - Sustainable Procurement: We will increase our percentage of influenceable spending with small- and medium-sized enterprises as described in our published SME Strategy. We target spend local to our operations, to provide economic benefits to the communities we serve. We are signatories to the Prompt Payment Code
- **Governance**
 - Ethical Behaviour: We will demonstrate a high standard of integrity, responsibility and professional conduct from our employees; and provide a working environment where everybody feels able to raise legitimate concerns without fear of reprisals
 - Compliance: We will safeguard and assure that our business is conducted in compliance with all relevant local and international laws and regulations
 - Transparency: We will strive to meet and exceed requirements to ensure that information provided to all relevant stakeholders is fair, balanced and understandable
 - Stakeholders: We will ensure two-way mechanisms to engage with our stakeholders are in place, in order to inform them about our practices and listen to their comments, questions and concerns; and consider our stakeholders in our decision-making processes/ framework
 - Sustainable Procurement: We operate in a transparent and fair way, following the principles of the public procurement regulations. We have strong processes in place to onboard our suppliers and require they adhere to strict ethical standards

Related Go-Ahead Group [Policies](#):

- Accessibility
- Commitment to public safety
- Community and charitable investment
- Environment
- Equal opportunities, diversity and inclusion

- Ethical procurement
- Financial reporting
- Group energy and climate change
- Health and safety
- Health and wellbeing
- Human Rights
- Political lobbying and donations
- Sustainable suppliers
- Whistleblowing

Other relevant documents:

- [Climate Change Strategy](#)
- [SME Strategy](#)
- [Sustainable Procurement Charter](#)