

John Laing Group plc

Employee Volunteering Policy

Purpose

With over 160 year history, John Laing Group plc has a strong tradition of community involvement and charitable support. We aim to make a positive contribution to communities through the development of, and involvement in a range of initiatives and programmes, working closely with our third sector partners.

We are committed to encouraging and enabling our employees to participate in volunteering activities to:

- Support their personal development
- Help the company achieve its community investment goals
- Deliver benefits in communities where we operate.

Scope

This policy applies to employees working within John Laing Group plc. It is non-contractual and can be subject to change and withdrawal at any time.

Policy

Our employees are our most valuable asset. We are very fortunate to have a highly skilled and motivated workforce, and our business success is built on this foundation. Our people have a great deal to offer outside of their day to day roles and many of them welcome the opportunity to use their knowledge and expertise to benefit their local communities.

We recognise the value of employee volunteering and the difference our people can make. As such, we are committed to supporting employees in their volunteering activities and helping them to realise personal ambitions, whilst making a positive contribution to society.

John Laing Group plc enables employees to get involved in volunteering activities that are supported by the Company, for up to two days (15 hours) of work time per annum. This time commitment will be applied on a pro rata basis for part-time and temporary employees.

Personal development

Where appropriate, volunteering can be considered as one of the ways of meeting development needs within the ADR process.

Line managers' responsibilities

- To assess employees' involvement in line with business priorities taking into account the benefits both to the individual(s) and to the Group
- To work with employees to agree the most suitable opportunity based on existing skills and personal development goals

Olivier Brousse
Chief Executive

