

## Community Relations Strategy

As a key member of the business community, we recognise that our social commitment is best served by recognising the interests of all our stakeholders, employees, customers and the wider community which we operate. This document details the principles we follow and the programmes we have developed to support our Company wide objectives. We actively look for opportunities to improve our local environment and to positively contribute to the well being of the communities on which we have an impact.

Today, we aim to focus on the following topics:

Education  
Environment  
Community Engagement  
Employee Engagement

These are the areas that reflect and compliment our business and where we can make a positive difference.

### Community Relations Objectives

The BSS Group plc aims to be a model of corporate citizenship, contributing to the social well being of our local communities and caring for the environment. We will endeavour to:

- § Uphold and clearly demonstrate the Company's business values, with particular dedication being shown to its social commitment
- § Create a positive relationship with our neighbours and help to strengthen, support and develop local communities
- § Listen to local people and our stakeholders so that we can act on their comments and continue to be responsive to community concerns
- § Act as an ambassador for business in education; supporting and developing educational programmes that excite and engage with young people and to encourage greater understanding of our business
- § It is hoped that through our community investment, we will assist the East Midlands Development Agency (EMDA) in achieving its strategy objectives within the Regional Economic Strategy, and with its goal for the East Midlands to become a top 20 region by the year 2010.

## **Education**

The growth of The BSS Group plc represents a huge opportunity for local people and the work force of the future. Raising awareness of the opportunities that exist can help motivate, inspire and raise the aspirations of local children.

The BSS Group plc will work with the public and education sectors at all levels to:

- § Promote construction related studies
- § Raise the profile of the Company as a place of employment
- § Support central, regional and local government policies and strategies
- § Enhance the partnership between business and education

We will endeavour to work with market leaders in education as well as collaborating with teachers to develop learning programmes that will allow direct and applied learning to students, regardless of age or ability.

Our partnerships will aim to engage local children and employees through active participation, creative thinking and mentoring, thus allowing development for our staff as well as the education sector.

Stronger collaborations with local schools will be emphasised to support the education links with business.

We will explore opportunities with relevant organisations to work with schools to inspire children's learning through business enterprise.

## **Community Engagement**

As part of our ongoing commitment to the communities in which we operate, we are dedicated to building on our dialogue with the communities that are our neighbours, informing, involving, consulting and reporting back to them.

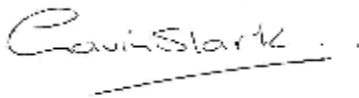
- § Share best practice and align areas of investment to be 'simply better'
- § Encourage on site employees to get involved in local community activities
- § Continue to inform and effectively communicate with local communities

Our membership with the Business in the Community (BITC) gives The BSS Group plc visibility and provides links with some of the East Midlands' largest private sector organisations including Rolls-Royce, Boots UK Limited, Egg and Toyota. We will continue to engage and actively participate as a member of BITC to share best practice initiatives with our regional business partners.

## **Employee Engagement**

Nearly 70% of employees working at The BSS Group plc live within a 12 mile radius of their work place. This provides us with additional valuable resources through which we can engage our employees with the communities in which they live.

A local volunteer scheme has been launched at The BSS Group plc that will encourage and recognise our employee's commitment to the local community through volunteering. We will aim to work closely with local communities via Leicestershire Cares to ensure they receive maximum benefit from the scheme.

A handwritten signature in black ink that reads "Gavin Slark". The signature is written in a cursive style and is positioned above a horizontal line.

**Gavin Slark**  
**Group Chief Executive**

7 January 2010