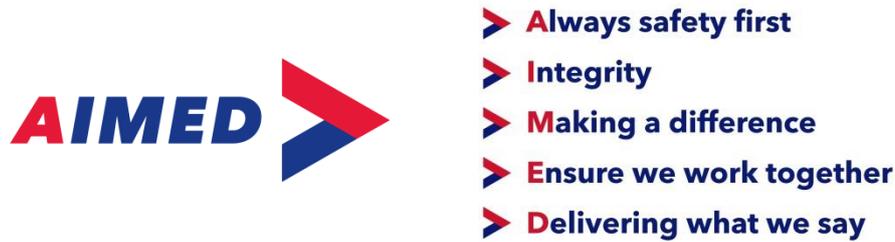


Corporate Social Responsibility (CSR) matters to Freedom because it mirrors our core values.

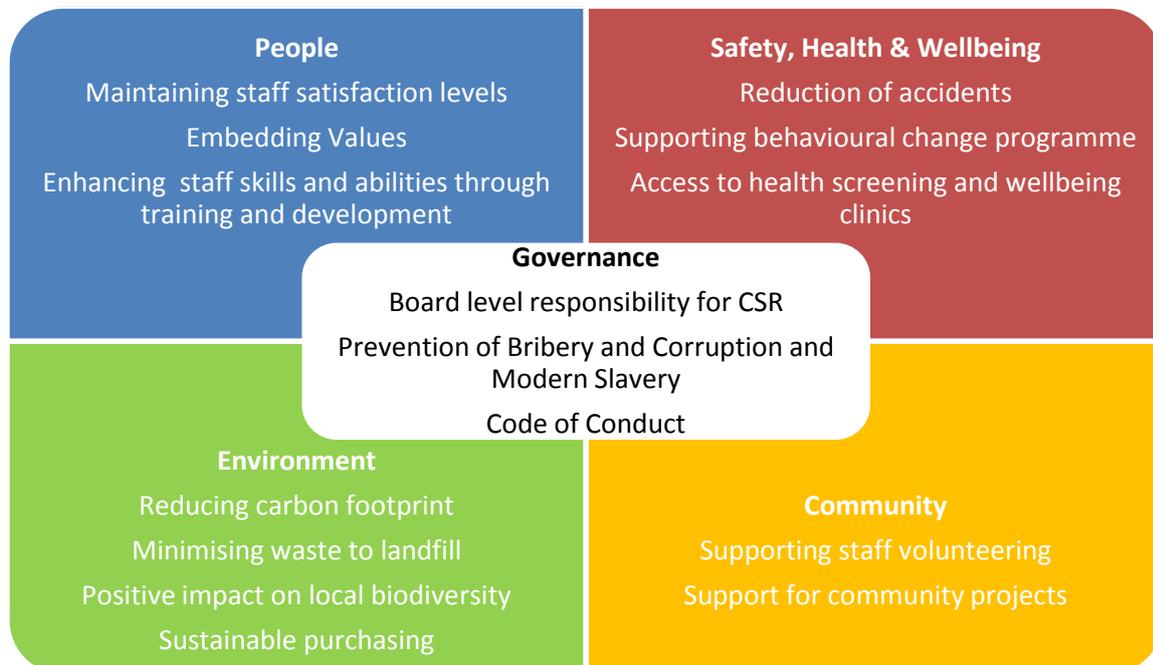


Our governing principles are at the heart of everything we do and being socially responsible is, therefore, about living those values. We are committed to ensuring that this responsibility is embedded in the way we do business and should be part of our natural thinking process.

We work closely with our employees, clients, suppliers and subcontractors and strive to make a positive impact in the places where we operate, on our communities and the environment.

Strategic development and reviews for CSR is dealt with at the highest level within Freedom, which is sponsored by the Managing Director for Infrastructure and IT Services and chaired by the Chief Finance Officer. Other members include the Chief Operating Officer, HR Director, Head of SHEQ, Commercial Director, Environmental Sustainability Manager, Proposals Manager and Marketing and Communications Manager. The Steering Group for CSR meets at least three times per annum to review performance and to determine annual objectives, initiatives and operational implementation.

Our CSR strategy follows the principles outlined in the illustration below.



People

Our key aim is to enhance people's contribution, skills and abilities and to attract high calibre individuals. We also place emphasis on creating a positive environment where diversity and inclusion are celebrated and our employees are actively engaged and understand their role in the business.



Safety, Health and Wellbeing

Safety, Health and Wellbeing is a key value within Freedom and we invest a significant amount of effort into mitigating the risk to our people, supply chain partners and others who are affected by our operations. To support this aim, we have developed a business transformation behavioural change programme TLC.

T = Take a Moment;
L = Lead by Example
C = Challenge, Don't Walk By.



The health of our people is key to our success and through our partner we deliver health monitoring surveillance and campaigns. This is also offered to our Franchisees and Contractors ensuring that our supply chain is part of our health solutions.

Environment

We care about protecting the environment and reducing our carbon footprint. Our key objective for the environment is to reduce our impacts by using less resources, generating less waste and protecting local biodiversity. We are proud that Freedom is certified to ISO 14001 standard and the Certified Emissions Measurement and Reduction Scheme (CEMARS).



Community

We believe that community investment brings sustainable benefits to us as a business and the communities that we touch. Our employees participate in sponsored events and we also support specific community projects and initiatives through positive engagement.

Our CSR commitments are further supported by specific annualised targets to ensure that our business remains consistent with our values. We also commit to report on our progress by publishing a CSR Report on our web-site.



Peter Jones
Managing Director – Infrastructure and IT Services