

A commitment to responsible business

ScotAsh Limited is committed to responsible business management. We recognise that the success of our business depends on the development, review and implementation of key policies covering the environment, health and safety, employment and supplier selection.

In addition, we will consider and manage the impacts of our business on key stakeholder groups including employees, customers, suppliers, partners, our parent companies and the local community.

This document outlines the key elements of our CR policy.

ScotAsh Director Allan Everett



Environment

ScotAsh was founded on the principles of sustainability. The more fly ash we sell in products, the greater the environmental benefits we achieve, including conserving primary aggregates, saving CO₂ emissions and avoiding landfill.

We remain committed to our Environmental Policy and maintaining our Environmental Management System to the standard ISO 14001.

In addition we will:

- Set environmental targets, monitor performance and report on performance annually
- Strive to achieve on-going improvements in environmental performance
- Engage with employees, contractors, strategic partners and suppliers on environmental issues to ensure policies are understood and standards are met
- Meet all legislative requirements as a minimum standard

- Maintain our commitment to environmental training for employees
- Continue our work with strategic partners, including universities, to develop new applications for ash-based products
- Engage with government and regulators on forthcoming regulatory or legislative changes to offer constructive input.

Employees

ScotAsh is an Investor in People company and we remain committed to IIP principles and practices, including:

- Maintaining a safe and healthy working environment for employees, customers, suppliers and visitors at all times, in line with our Health & Safety Policy
- Abiding by ethical policies covering recruitment, equal opportunities, terms and conditions, health



Employees (continued)

and well-being, education and training, data protection, grievances, discipline, smoking, drugs and alcohol

- Providing effective performance management and opportunities for on-going employee development, resulting in certified qualifications where possible
- Communicating with employees regularly in a clear, consistent manner through group briefings, one-to-ones and ScotAsh News and provide opportunities for employee feedback
- Continuing to offer a performance-linked bonus and reward good, workable employee ideas
- Conducting employee attitude surveys at regular intervals and acting on the results where appropriate.

Community

ScotAsh is committed to engagement with our local community, including:

- Engaging with our local community through Longannet Power Station's Local Liaison Committee to enable the two-way exchange of information
- Recording all community queries and dealing with them promptly
- Where possible, supporting the local economy through our recruitment and procurement practices
- Encouraging staff volunteering within the local community, offering practical and/or financial support to initiatives approved by the Managing Director
- Continuing to support selected charities, events, projects and good causes within our local community through offering practical support and/or financial donations, with each case considered on its merits.

Marketplace, Customers, Suppliers & Partners

ScotAsh is committed to ethical business practises in all our dealings with customers, suppliers and partners. We will:

- Endeavour to always meet customer needs, deliver goods on time and respond promptly to requests for information
- Consider environmental, ethical and quality issues in the selection of our suppliers, as well as cost
- Ensure the fair and ethical treatment of suppliers, including the payment of invoices on time
- Seek out partners with similar values to our own, with a view to delivering new and innovative sustainable construction solutions
- Share our knowledge and our commitment to CR with others by running seminars for customers and contributing to other organisations' publications and events.

Implementation

ScotAsh's Corporate Responsibility policy is endorsed by the Board of ScotAsh Limited. Responsibility for day-to-day implementation of this policy rests with ScotAsh Director Allan Everett.

July 2011

