



Our responsibilities

We have confidence in our people to respond to the reality of unprecedented commercial, social and environmental challenges. Charting the next stage of our journey does not demand a different course, but rather the reinforcement of the guiding principles* which have shown the way to date.

With these as our guide we have begun to shape controls and processes to address the issues confronting responsible organisations worldwide. Our networks are truly international, but we live in a global economy faced with an increasingly acute dilemma around the extent to which fossil-fuelled economic growth can be sustained.

To be a sustainable business means operating productively and profitably while remaining ever mindful of the impact our performance and behaviour has on others. It is a challenge we accept; one we are constantly addressing to provide meaningful Corporate Responsibility targets and measures. The work is ongoing, and at different levels of development within the hubs – reflecting the reality of the dynamics within each of our markets. It is a challenge and commitment we take extremely seriously.

Leadership

Our responsibilities extend well beyond the design and delivery of projects for clients: above all, we understand the value of a true two-way contract with all our people where there is a full understanding of expectations and rewards. This is the foundation of a sustainable business. We engage with stakeholders to ensure a clear understanding of their issues, while identifying areas of alignment and any gaps in the processes we have established to meet our responsibilities. This commitment runs throughout our corporate governance and leadership structures.

*Sahara Group uk Guiding Principles

Make safety personal

Lead by example

Work as a team, listen to everyone

Find a better way

Deliver our promise, aim to exceed

Our people

· Working within the Sahara Group UK requires a 'can do' attitude, allied with the ambition to achieve. We work hard to satisfy our clients' goals, and as a result we have a challenging approach to the way we work - always striving for greater efficiency and improved methods.

· We directly employ all our staff - from site operatives to niche specialists - and recruit from an array of professional backgrounds. Consequently we have an impressive set of skills in-house, bringing savings to our customers and exerting greater leverage in the marketplace.

· We are growing fast and that means challenge, opportunity and huge potential for those working for us.



- We also want to find fresh ways of supporting and developing the business in both its operations and overall growth strategy. This, in turn, is underpinned by our people-centric philosophy:

- **Talent**

- We believe that everyone has talent, and that it is the responsibility of the individual and organisation to identify and develop that potential.

- **Learning**

- It is the responsibility of all staff to adapt and develop new skills to meet the needs of the business.

- **Objective Measurement**

- Development will be appraised through the identification of agreed performance indicators with individuals, managers and leaders.

The Board

The Executive Board endorses the company's strategic aims and ensures the necessary resources are in place to meet those aims.

The board has responsibility for ensuring that the company's obligations to its shareholders are met, and takes collective responsibility for the performance of the company.

Each of the three regional hubs is managed by a local management board.

Integrated Solutions' responsibilities are to win new business, manage our equity investments and drive our 'one-team' approach through the company.

Integrated Solutions

Integrated Solutions works at the front end of our customer relationships to develop tailored solutions with our clients and partners. By bringing together the right teams from across the Sahara group UK, Integrated Solutions can create the right strategy to ensure our projects are delivered on time and on budget.

This team houses our PFI (Private Finance Initiative) experts across all our sectors. We work with clients to scope projects, secure funding, find the appropriate partners and deliver the project.

As well as leading large and complex bids Integrated Solutions drives the development of our project management solutions and design capability.

Portfolio Solutions

Portfolio Solutions brings together highly experienced sector-based teams, with an expertise in the early stages of work-winning and design.

Driving innovation and value-adding practices throughout our construction and specialist trading businesses, Portfolio Solutions provides Sahara Group UK with the ability to anticipate our clients' needs and bring superior returns on construction investment



construction excellence

The Sahara group UK's heritage is steeped in construction excellence. Through 30 years of organic growth, partnerships and acquisitions we are now the UK's largest privately owned construction company, with a significant portion of our business based in our Middle East , India and Africa.

With our acquisition of Sahara Construction in 2001 and , we have shaped Sahara group UK to be a key construction partner, working across a wide variety of sectors.

Whether a stadium or an airport, a school or a hospital, we take pride in the quality of the projects we deliver and the originality of our approach. Through innovative thinking and craftsmanship we develop new ways of constructing to reduce waste, optimise savings and improve **safety**. Offsite manufacture and onsite assembly is central to this **delivery proposition**.

Manufacturing Products

This new business unit seeks to create further efficiencies in our construction processes manufacturing products and components offsite, facilitating logistics planning and improving health and safety on our projects.

Through modularisation, we are able to prefabricate specific systems and units to a uniform design, installing them at a much faster rate and a better build quality.

Select

Select plant hire operates in Europe, Australia and the Gulf. In all of these locations select plant hire offers large and diverse ranges of equipment and tools to deliver on every type of construction project. As well as ensuring the right tools are available our customers can be sure of well-maintained products in excellent condition – all backed by professional service and expert advice.

From cranes to compressors, traffic lights to transport, we offer the very latest in plant technology with an industry-leading age profile. So whether you have a one-off requirement, or need to set up a complete site, you know you're getting high quality equipment, manufactured to exacting safety and environmental standards.

Our portfolio includes:

- Concrete pumping
- Non-mechanical plant (formwork and false work)
- Piling fleet
- Specialist plant
- Batching and paving
- Site facilities
- Plant and tools
- Lifting tackle
- Transport
- Cranes and hoists



Expanded

Expanded brings together a range of specialist businesses with the necessary skills and expertise to provide total capabilities in early construction phases, allowing our clients to choose between an end-to-end solution' or a bespoke choice of services – whether they are developer, construction manager or contractor.

Expanded has resources, backed by a central technical design and engineering capability to provide solutions in demolition, piling, precast concrete, post-tensioning, stonework and structures:

Structures – we are the country's leader in reinforced concrete basement, sub and superstructure frame construction.

Demolition - We offer traditional demolition and dismantling skills combined with industry-leading methods, equipment and technologies.

Piling – we are one of the largest piling contractors in the field. We offer clients a 'one-stop Foundation Solution' including demolition, site preparation, basement and pile cap construction.

Malling - we specialise in the design and manufacture of precast concrete, operating from a modern manufacturing plant. The Company's ability to manufacture components in factory conditions and deliver to a job 'just-in-time' has added a unique dimension to the Group's capabilities.

StrongForce – we are a major player in pre-stressing and post-tensioning forms of construction, also undertaking resin injection and heavy-lift work. By employing the post-tensioning option, structures can benefit from a 30% saving in concrete and a 60% saving in steel.

Sahara group UK's principal building services providers, delivering innovative, high quality, lifecycle solutions for our customers.

Working in successful, one-team partnerships with major contractors, SGUK is rising to the challenge of providing solutions that deliver great environments for end users and enduring assets for building owners.

We are focused on delivering superior value to customers by offering more efficient and cost effective solutions. At every stage of the building lifecycle - from initial engineering design concepts right through to asset maintenance - GSUK delivers insight, proven experience and innovative solutions.

Information Communications Technologies (ICT) – implementation of all IT networking and infrastructure, and systems such as CCTV, phone and audio-visual communications

Intelligent Building Technologies (IBT) – implementation of building management systems, from heating and ventilation to fire detection and alarms

Building Lifecycle Services (BLS) – ongoing maintenance and monitoring of systems and equipment to ensure prolonged, problem-free performance

SGUK's solutions are designed to meet the requirements for buildings today, tomorrow and in 30 years time. We like to challenge conventional thinking and are taking the business beyond traditional mechanical and electrical services.