

## **COMMUNITY INVESTMENT STRATEGY**

We believe in running our business in a way that reflects our philosophy of being people orientated. This includes employees of organisations that we deal with, the general public and our own employees. Our aim is to carry out our Business with Integrity, in the safest way possible and manage our environmental impact.

Tolent operates on a Regional Basis from 5 offices each being run as an Autonomous Business Unit. These are managed by locally based Management teams who have responsibility for marketing, tendering, executing and getting paid for the work they do.

This Regional structure has resulted in Tolent becoming a community-focussed Organisation largely due to the recruitment of employees locally.

As our employees are embedded in the community it is natural they have an affinity with that community which results in the use of local suppliers and subcontractors which in turn provides further employment opportunities. In addition we make a valuable contribution to the community by supporting local charities, educational and social groups.

As an Organisation we encourage and support all types of Operative and Staff training. This follows on and compliments with the provision of Work Experience for Schools and Higher Education establishments. This takes the form of a one-off visit to a construction site or an ongoing commitment throughout a project's life.

Local community social groups, charities, organisations and projects are supported in a variety of ways generally on a one-off basis which may be either a financial donation or time commitment.

All the above decisions are taken by the local managers without referral to Head Office for sanction.