



# MORGAN SINDALL GROUP

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GRI content index  
2017

**Our 2017 responsible business report (RBR) accompanies the responsible business content in our 2017 annual report (AR) and online. The RBR has been prepared in accordance with the GRI Standards, Core option. This index provides referencing for GRI Standards requirements (based on GRI 101: Foundation 2016<sup>1</sup>) as well as additional detail. It sets out references relating to the 10 material topics listed on page 9 of the RBR (Issues that matter to our stakeholders).**

**Policy references relating to Management Approach (Disclosure 103-2) can be requested from the company secretary (cosec@morgansindall.com). Due to our decentralised approach, the Group's policies provide minimum standards applicable to all our divisions. The divisions will adapt policies with additional requirements that are specific to their individual businesses.**

A selection of policies currently available includes:	During 2018 we are reviewing and updating the following policies, which will be published on our website in due course:
<ul style="list-style-type: none"> <li>• Health &amp; Safety Management Policy Framework</li> <li>• Ethics Policy, including a section on Corrupt Payments and Bribery</li> <li>• Modern Slavery Statement</li> </ul>	<ul style="list-style-type: none"> <li>• Responsible Business Policy</li> <li>• Timber Sourcing Policy</li> <li>• Sustainable Procurement Policy</li> <li>• Environmental Policy</li> <li>• Social Value Policy</li> </ul>

1. Note the year 2016 in this content index refers to the GRI Standards document issue date, not the reporting period (see Disclosure 102-50).



Disclosure number	Page references and supporting notes
<b>GRI 102: General Disclosures 2016</b>	
<b>Organisation Profile</b>	
<b>102-1 Name of the organisation</b>	AR Inside front cover
<b>102-2 Activities, brands, products, and services</b>	AR Inside front cover, Gatefold front cover
<b>102-3 Location of headquarters</b>	AR 148, Back cover
<b>102-4 Location of operations</b>	AR 141-144
<b>102-5 Ownership and legal form</b>	AR Inside front cover, 93, 95, 99
<b>102-6 Markets served</b>	AR 4-5, 30, 34, 37, 40, 44
<b>102-7 Scale of the organisation</b>	AR Inside front cover, 2, 111 RBR 30-31 Data summary
<b>102-8 Information on employees and other workers</b>	RBR 30-31 Data summary All employees are in the UK region. No temporary employment contracts included in data. The Group offers employees the opportunity to work part time where the nature of the work and role allow sufficient flexibility (no data available 102-8c however). Workers carry a significant portion of activities across a range of construction related tasks. Any variations in numbers of employees reported in the year (cf. GRI 102-8 a-c) are insignificant. Each division operates its own HR data system
<b>102-9 Supply chain</b>	AR 27, 37 RBR 32 Data summary
<b>102-10 Significant changes to the organisation and its supply chain</b>	AR 106, 111 (no significant changes to organisation) RBR 20 Working together with our supply chain
<b>102-11 Precautionary Principle or approach</b>	We recognise that it is typically more cost effective to take advance action to prevent negative impacts than it is to deal with the consequences after they have occurred. We also believe that many of the challenges associated with sustainable construction actually represent business opportunities when managed correctly
<b>102-12 External initiatives</b>	RBR 27 Further information
<b>102-13 Membership of associations</b>	RBR 27 Further information RBR 22 Enhancing communities

Disclosure number	Page references and supporting notes
<b>Strategy</b>	
<b>102-14 Statement from senior decision-maker</b>	RBR 4 Message from our Chief Executive
<b>Ethics and Integrity</b>	
<b>102-16 Values, principles, standards, and norms of behaviour</b>	RBR 11 An overview of our targets and performance (Total Commitments) RBR 4 Message from our Chief Executive
<b>Governance</b>	
<b>102-18 Governance structure</b>	AR 66-85, 75-76 RBR 7 Our approach to being a responsible business
<b>Stakeholder Engagement</b>	
<b>102-40 List of stakeholder groups</b>	RBR 08 How we engage with our stakeholders RBR 7 Our approach to being a responsible business
<b>102-41 Collective bargaining agreements</b>	RBR 31 Data summary
<b>102-42 Identifying and selecting stakeholders</b>	AR 3, 6-7, 57, 66-67 RBR 7 Our approach to being a responsible business Responsible business website <a href="http://sustainability.morgansindall.com/engaging-with-our-stakeholders">http://sustainability.morgansindall.com/engaging-with-our-stakeholders</a> describes stakeholder panels; the terms of reference of each include reviewing impact and relevance of the committee. We monitor the degree of focus on different stakeholder groups as part of our materiality process and our risk management
<b>102-43 Approach to stakeholder engagement</b>	RBR 8 How we engage with our stakeholders
<b>102-44 Key topics and concerns raised</b>	AR 26 RBR 8 How we engage with our stakeholders, RBR 9 Issues that matter to our stakeholders Specifically on the material topic Engaging with employees, please refer to employee surveys at RBR 31 Data summary, and AR 26
<b>G4-PR5 [Material topic: Engaging with customers]</b>	AR 16 RBR 8 How we engage with our stakeholders, RBR 32 Data summary

Disclosure number	Page references and supporting notes
<b>Reporting Practice</b>	
<b>102-45 Entities included in the consolidated financial statements</b>	AR 141-144, non-UK administrative entities are out of scope
<b>102-46 Defining report content and topic Boundaries</b>	RBR 28 Material issues and boundaries RBR 9 Issues that matter to our stakeholders
<b>102-47 List of material topics</b>	RBR 9 Issues that matter to our stakeholders
<b>102-48 Restatements of information</b>	Some minor corrections to previously stated information have been made (owing to data collection improvements), with no significant effects
<b>102-49 Changes in reporting</b>	The list of material topics covered has reduced since 2016, from 12 to 10. Local community impact indicators are now covered under 'Economic and Business Performance'. No topic boundary changes are recorded
<b>102-50 Reporting period</b>	1 January 2017 to 31 December 2017
<b>102-51 Date of most recent report</b>	The most recent previous report from Morgan Sindall Group plc was the 2016 Annual Report (with responsible business content), dated February 2017, accompanied by GRI Technical Supplement (August 2017) The 2017 annual report was published March 2018
<b>102-52 Reporting cycle</b>	Annual
<b>102-53 Contact point for questions regarding the report</b>	Graham Edgell, Director of Sustainability and Procurement graham.edgell@morgansindall.com
<b>102-54 Claims of reporting in accordance with the GRI Standards</b>	The Group's reporting has been prepared in accordance with the GRI Standards, Core option
<b>102-55 GRI content index</b>	GRI content index, appended to pdf version of RBR, online
<b>102-56 External assurance</b>	We do not currently externally assure our sustainability report; greenhouse gas emissions are externally verified through Achilles' CEMARS

## Disclosure number

## Page references and supporting notes

## Topic specific GRI Standards including GRI 103: Management Approach 2016

## Economic Performance 2016

**103-1 Explanation of the material topic and its Boundary**

AR Inside front cover, 4-7  
RBR 5 At a glance

**103-2 The management approach and its components**

AR 6-7, 14-15, 16-17  
RBR 7 Our approach to being a responsible business

**103-3 Evaluation of the management approach**

AR 16-19, 20-23, 31, 35, 36, 41, 45, 47, 49, 50-59, 66-69, 103, 115

**201-1 Direct economic value generated and distributed**

AR 18-19, 21-23, 111-112  
RBR 5 At a glance  
RBR 11 An overview of our targets and performance

**201-2 Financial implications and other risks and opportunities due to climate change**

2017 CDP response (<https://tinyurl.com/y9jmzlx>) [public domain, registration required]  
AR 16, 29, 56-59  
RBR 11 An overview of our targets and performance  
Risks/Opportunities <http://sustainability.morgansindall.com/our-total-commitments/protecting-the-environment>  
Carbon Performance Review  
<http://sustainability.morgansindall.com/reports-and-publications>

## Indirect Economic Impacts 2016

**103-1 Explanation of the material topic and its Boundary**

AR Gatefold front cover, 04, 06-07  
RBR 22 Enhancing communities

**103-2 The management approach and its components**

RBR 7 Our approach to being a responsible business  
AR 16-19, 20-23  
RB website <http://sustainability.morgansindall.com/our-total-commitments/working-with-communities>

Disclosure number	Page references and supporting notes
<b>103-3 Evaluation of the management approach</b>	RBR 7 Our approach to being a responsible business, 8 How we engage with our stakeholders RBR 23 Enhancing communities AR 16-19, 20-23
<b>203-1 Infrastructure investments and services supported</b>	AR Gatefold front cover, 29, 30-33, 35, 37, 38-41, 46-47 RBR 5 At a glance RBR 11 An overview of our targets and performance RBR 22-23 Enhancing communities <a href="http://sustainability.morgansindall.com/our-total-commitments/working-with-communities">http://sustainability.morgansindall.com/our-total-commitments/working-with-communities</a> The Group uses the LM3 Live tool to measure the social value impact of our activities on applicable projects. See AR 76 and RBR 32 Data summary Under the 2012 Social Value Act the public and private sectors are expected to work together for the broader social benefit of communities. 100% of our divisions engage with the local communities in which they operate. Project programmes are designed to minimise the impact of construction activities on communities
<b>203-2 Significant indirect economic impacts</b>	AR 25, 33, 35, 37, 38-41, 46-47 RBR 11 An overview of our targets and performance RBR 22-23 Enhancing communities
<b>Emissions 2016</b>	
<b>103-1 Explanation of the material topic and its Boundary</b>	AR 16-17 RBR 18 Improving the environment Carbon Performance Review <a href="http://sustainability.morgansindall.com/reports-and-publications">http://sustainability.morgansindall.com/reports-and-publications</a> RBR 28 Material issues and boundaries
<b>103-2 The management approach and its components</b>	RBR 7 Our approach to being a responsible business RBR 18 Improving the environment (Setting science-based targets) AR 14-15, 31, 76 Carbon Performance Review (policy, integrated management systems) <a href="http://sustainability.morgansindall.com/reports-and-publications">http://sustainability.morgansindall.com/reports-and-publications</a>
<b>103-3 Evaluation of the management approach</b>	AR 76 (data are externally verified by CEMARS)

Disclosure number	Page references and supporting notes
<b>305-1 Direct (Scope 1) GHG emissions</b>	AR 16-19, 76 RBR 18 Improving the environment RBR 11 An overview of our targets and performance RBR 31 Data summary 2017 CDP disclosure ( <a href="https://tinyurl.com/y9jmlax">https://tinyurl.com/y9jmlax</a> ) (public domain, registration required) Carbon Performance Review <a href="http://sustainability.morgansindall.com/reports-and-publications">http://sustainability.morgansindall.com/reports-and-publications</a>
<b>305-2 Energy indirect (Scope 2) GHG emissions</b>	AR 76 RBR 18 Improving the environment RBR 31 Data summary 2017 CDP disclosure Carbon Performance Review <a href="http://sustainability.morgansindall.com/reports-and-publications">http://sustainability.morgansindall.com/reports-and-publications</a>
<b>305-3 Other indirect (Scope 3) GHG emissions</b>	AR 25, 76 RBR 18 Improving the environment RBR 31 Data summary 2017 CDP disclosure ( <a href="https://tinyurl.com/y9jmlax">https://tinyurl.com/y9jmlax</a> ) (public domain, registration required) Carbon Performance Review <a href="http://sustainability.morgansindall.com/reports-and-publications">http://sustainability.morgansindall.com/reports-and-publications</a>
<b>305-4 GHG emissions intensity</b>	AR 25, 76 RBR 18 Improving the environment RBR 31 Data summary 2017 CDP disclosure ( <a href="https://tinyurl.com/y9jmlax">https://tinyurl.com/y9jmlax</a> ) (public domain, registration required) Carbon Performance Review <a href="http://sustainability.morgansindall.com/reports-and-publications">http://sustainability.morgansindall.com/reports-and-publications</a>

Disclosure number	Page references and supporting notes
<b>Effluents and Waste 2016</b>	
<b>103-1 Explanation of the material topic and its Boundary</b>	AR 16-17 RBR 18 Improving the environment RBR 28 Material issues and boundaries RBR 31 Data summary
<b>103-2 The management approach and its components</b>	AR 14-15, 76 RBR 7 Our approach to being a responsible business
<b>103-3 Evaluation of the management approach</b>	RBR 18-19 Improving the environment
<b>306-2 Waste by type and disposal method</b>	RBR 19 Improving the environment (Managing waste more effectively) RBR 11 An overview of our targets and performance RBR 31 Data summary Partially reported as we do not currently report waste by type and disposal method
<b>306-3 Significant spills</b>	Our environmental management systems recorded no significant spills in the reporting period
<b>Environmental Compliance 2016</b>	
<b>103-1 Explanation of the material topic and its Boundary</b>	RBR 8 How we engage with our stakeholders AR 16-19, 75 RBR 28 Material issues and boundaries
<b>103-2 The management approach and its components</b>	AR 16-19, 75 RBR 7 Our approach to being a responsible business RBR 18 Improving the environment
<b>103-3 Evaluation of the management approach</b>	AR 75-76, 80-82
<b>307-1 Non-compliance with environmental laws and regulations</b>	RBR 31 Data summary. We recorded no cases of fines nor non-monetary sanctions in the reporting period We recorded no significant non-compliance with environmental laws and/or regulations
<b>Supplier Environmental Assessment 2016</b>	
<b>103-1 Explanation of the material topic and its Boundary</b>	AR 6-7, 16-19 RBR 20 Working together with our supply chain RBR 28 Material issues and boundaries

Disclosure number	Page references and supporting notes
<b>103-2 The management approach and its components</b>	AR 50-51, 55, 76, 78 RBR 7 Our approach to being a responsible business RBR 20 Working together with our supply chain
<b>103-3 Evaluation of the management approach</b>	AR 27 RBR 20 Working together with our supply chain
<b>308-1 New suppliers that were screened using environmental criteria</b>	RBR 32 Data summary RBR 20 Working together with our supply chain RBR 11 An overview of our targets and performance
<b>Employment 2016</b>	
<b>103-1 Explanation of the material topic and its Boundary</b>	RBR 15 Developing people RB website <a href="http://sustainability.morgansindall.com/our-total-commitments/developing-our-people">http://sustainability.morgansindall.com/our-total-commitments/developing-our-people</a>
<b>103-2 The management approach and its components</b>	RBR 15 Developing people RBR 7 Our approach to being a responsible business RB website <a href="http://sustainability.morgansindall.com/our-total-commitments/developing-our-people">http://sustainability.morgansindall.com/our-total-commitments/developing-our-people</a>
<b>103-3 Evaluation of the management approach</b>	AR 75-76, 80-82 RBR 15 Developing people RBR 30-31 Data summary RB website <a href="http://sustainability.morgansindall.com/our-total-commitments/developing-our-people">http://sustainability.morgansindall.com/our-total-commitments/developing-our-people</a>
<b>401-1 New employee hires and employee turnover</b>	RBR 15 Developing people/Recruitment and retention RBR 31 Data summary We currently do not report (i) new employee hires by age or gender, nor (ii) employee turnover by age group and gender. We are reviewing whether or not there is a valid business case for reporting this data in future. Reason for omission: information unavailable. Data relate to the UK which is the principal region in which we operate
<b>401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees</b>	RBR 15 Developing people/Recruitment and retention There are no benefits that are unavailable to part-time employees. Access to some benefits – where they are offered at divisional levels – is uniformly dependent on seniority, examples include life insurance and BUPA cover
<b>Occupational Health and Safety 2016</b>	
<b>103-1 Explanation of the material topic and its Boundary</b>	AR 16-17, 52-53, 75-76 RBR 28 Material issues and boundaries

Disclosure number	Page references and supporting notes
<b>103-2 The management approach and its components</b>	RBR 7 Our approach to being a responsible business RBR 12 Protecting People RB website <a href="http://sustainability.morgansindall.com/our-total-commitments/operating-safely">http://sustainability.morgansindall.com/our-total-commitments/operating-safely</a>
<b>103-3 Evaluation of the management approach</b>	AR 74-77, 80-82 RBR 12-13 Protecting people RB website <a href="http://sustainability.morgansindall.com/our-total-commitments/operating-safely">http://sustainability.morgansindall.com/our-total-commitments/operating-safely</a>
<b>403-1 Workers representation in formal joint management-worker health and safety committees</b>	RBR 12 Protecting people RBR 30 Data summary Our Board health, safety and environmental committee helps to monitor, and advise on, occupational safety programmes. Its members also carry out site visits. The committee is a Group level instrument of governance that represents all workers under our control and that can engage with workers at site level. The committee is chaired by one of the Board's non-executive directors and reports to the Board regularly
<b>403-2 Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities</b>	AR 15, 18, 75 RBR 30 Data summary RB website <a href="http://sustainability.morgansindall.com/our-total-commitments/operating-safely">http://sustainability.morgansindall.com/our-total-commitments/operating-safely</a>
<b>403-4 Health and safety topics covered in formal agreements with trade unions</b>	All people that attend our offices and sites are required to comply with our health and safety policies and procedures. Anyone attending a project site is required to undertake a site induction prior to entering the site itself. The induction will include a detailed discussion of health and safety including matters specific to the particular project
<b>Training and Education 2016</b>	
<b>103-1 Explanation of the material topic and its Boundary</b>	AR 3, 6-7, 16-17, 52-53 RBR 15 Developing people RBR 28 Material issues and boundaries RB website <a href="http://sustainability.morgansindall.com/our-total-commitments/developing-our-people">http://sustainability.morgansindall.com/our-total-commitments/developing-our-people</a>
<b>103-2 The management approach and its components</b>	AR 52-53, 69, 71, 74 RBR 7 Our approach to being a responsible business RBR 15 Developing people
<b>103-3 Evaluation of the management approach</b>	AR 19, 35-36, 41 RBR 15 Developing people

Disclosure number	Page references and supporting notes
<b>404-1 Average hours of training per year per employee</b>	AR 19 RBR 15 Developing people RBR 11 An overview of our targets and performance RBR 31 Data summary RB website <a href="http://sustainability.morgansindall.com/our-total-commitments">http://sustainability.morgansindall.com/our-total-commitments</a> We do not split the data by gender or by employee category. Reason for omission: data not available
<b>404-2 Programmes for upgrading employee skills and transition assistance programmes</b>	RBR 15 Developing people RBR 31 Data summary We do not provide transition assistance programmes; any support to employees at career endings receive normal guidance as per good HR practices and in compliance with relevant regulations in the UK
<b>Supplier Social Assessment 2016</b>	
<b>103-1 Explanation of the material topic and its Boundary</b>	AR 6-7, 16-19 RBR 20 Working together with our suppliers RBR 28 Material issues and boundaries
<b>103-2 The management approach and its components</b>	AR 50-51, 55, 76, 78 RBR 20 Working together with our supply chain
<b>103-3 Evaluation of the management approach</b>	RBR 20 Working together with our supply chain AR 27
<b>414-1 New suppliers that were screened using social criteria</b>	RBR 20 Working together with our supply chain RBR 32 Data summary RB website <a href="http://sustainability.morgansindall.com/our-total-commitments">http://sustainability.morgansindall.com/our-total-commitments</a> <a href="http://sustainability.morgansindall.com/our-total-commitments/managing-our-supply-chain">http://sustainability.morgansindall.com/our-total-commitments/managing-our-supply-chain</a>
<b>Socioeconomic Compliance 2016</b>	
<b>103-1 Explanation of the material topic and its Boundary</b>	RBR 8 How we engage with our stakeholders AR 75, 16-19 RBR 28 Material issues and boundaries (Material issue: Legal compliance)
<b>103-2 The management approach and its components</b>	AR 16-19, 67, 75 RBR 20 Working together with our supply chain, 22 Enhancing communities
<b>103-3 Evaluation of the management approach</b>	AR 66-70, 75-76, 80-82
<b>419-1 Non-compliance with laws and regulations in the social and economic area</b>	We did not incur any sanctions for non-compliance with UK legislation or regulations during 2017

**MORGAN  
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