

COLLABORATIVE WORKING POLICY

Farrans Limited are Building and Civil Engineering contractor, undertaking work in the United Kingdom and Republic of Ireland.

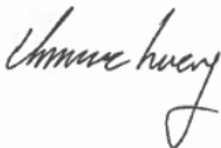
Our collaborative working policy is to operate our business within an embedded structured collaborative working framework. This will help us to continually review our working relationships with clients, suppliers, joint venture partners and other to identify and develop opportunities to work collaboratively and create mutually beneficial value for all parties including enhanced efficiency, service delivery, innovation and competitiveness.

To ensure a constant and consistent application of this framework, we will operate a *Corporate Relationship Management Plan*, sector specific *Relationship Strategy and Business Case Plans* and relationship specific *Operational Relationship Management Plans*, each of which will be controlled and operated in accordance with the Company's Integrated Management System's *Manual of Procedures*.

Both our Corporate Senior Executive Responsible (SER) and individual relationship SERs remain committed to implementing the above plans and continuing to developing our understanding how we develop and maintain effective collaborative working relationships through regular review and continuous feedback. They will ensure best practice and knowledge is shared at all levels and between all relationship stakeholders. SERs will also ensure we continue to understand the capabilities of our workforce for collaborative working, and fully support our programme of behavioural development through training, coaching and assessment.

The Board of Directors retain overall responsibility for promoting collaborative working within Farrans. They fully endorse this approach and are committed to continual improvement to maintaining our collaborative working culture through setting and reviewing objectives, influencing behaviours, providing the necessary resources to implement this policy thus ensuring we continue to add value to the Company. In accordance with this commitment they will review this Policy at least every 12 months.

Routine management of the collaborative working relationships is delegated to the Corporate Collaborative Leader.



Dominic Lavery

Managing Director

26th January 2026

Date