

CORPORATE SOCIAL RESPONSIBILITY POLICY

This Corporate Social Responsibility (CSR) Statement formalises how we manage our business processes to produce an overall positive impact on society. Our business behaviours are designed not only to deliver commercial objectives and meet legal requirements, but also to have a positive social impact on our community and all stakeholders.

Policy Statement

The success of our business and the wellbeing of our community and stakeholders requires commitment to the sustainable management of all our activities. We believe that as a company we have a responsibility to contribute positively to an ethical and sustainable future. We support diversity, fairness, environmental consideration and equal opportunities. We have therefore developed a number of policies that affect and enhance all areas of our business, including:

- Ethics Policy
- Our Modern Slavery Statement
- The Company Handbook
- The Health and Safety Policy
- Environmental Policy
- The Equal Opportunities Policy
- The due diligence framework used to assess and monitor suppliers and the service providers that we promote to our customers.

Objectives

- To promote the well-being and continual development of our people, understanding of their role and contribution and encouraging integrity and high standards of business practice and workmanship.
- To build long-term relationships with all our customers and other stakeholders by understanding their objectives and engaging in an honest, open and transparent manner, building up resilient partnerships and strong alliances.
- To create and maintain strong relationships with key suppliers and contractors and select suppliers that share our ethos in relation to employment practices, quality and environmental controls.
- To maintain the highest standards of health and safety and providing a safe and healthy working environment for all of our activities.
- To implement and develop environmental policies appropriate to our business, so that employees and contractors understand their environmental responsibilities and can seek to improve our environmental performance.
- To enhance our contribution to the community, promoting ethical and socially responsible trading and contributing to a positive and collaborative social/commercial community.



Nick Raven, Operations Director