

CORPORATE SOCIAL RESPONSIBILITY POLICY

It is our company policy to conduct business in a manner which achieves sustainable growth whilst demonstrating a high degree of social responsibility.

Our responsibility encompasses interaction with;

- Our marketplace
- Our environment
- Our community
- Our people

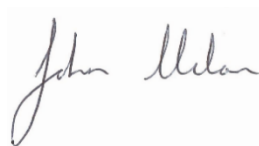
In demonstrating our commitment to Corporate Social Responsibility, we aim to align our business values, purpose and strategy with the social and economic needs of our stakeholders whilst embedding responsible and ethical business policies and practices into everything we do.

By working together with all our stakeholders and embracing CSR, we open doors to new markets, opportunities and relationships, increasing competitiveness and profitability and demonstrating our continued commitment to sustainable development.

We are committed to the following Corporate Social principles;

- Managing our business with pride and integrity whilst forming relationships to and promoting good communication with stakeholders to minimise complaints/ disruption;
- Striving for full legal compliance in all that we do;
- Minimising the impact of our operations on the environment, third parties and those affected by our works;
- Assessing the impact of our operations in order to identify and implement controls which minimise noise, vibration, reduction in air quality and pollution.
- Providing a safe, fulfilling and rewarding career for all our employees.
- Aiming to source labour and supplies locally;
- Continually developing our standing as a responsible business in the local community;
- Benchmarking and evaluating our activities to constantly improve our market position and CSR performance;
- Allow staff to join any union of their choosing.

Any complaints relating to our social and ethical behaviour shall be recorded and reported to the Managing Director who shall ensure the concerns are investigated and remedial actions taken. The results of all complaints shall be feed into the annual Management Review process.



John Whelan | Managing Director

Date: 11/23 - Review Date: 11/24