

Corporate Social Responsibility Policy

Our Corporate Social Responsibility supports our organisational purpose 'to assure a sustainable future' through work and activities which reflect our core principles:

- We listen
- We are professional
- We take responsibility
- We are one team
- We are determined to succeed

We generate social value by working collaboratively with stakeholders to create maximum economic, social and environmental benefits. By engaging with individuals, groups and businesses from the communities we work in, we identify and deliver activities which best support their needs and initiatives and promote sustainable change.

This policy supports commitments set out in our Responsible Business Policy.

Investing in communities and developing people

We support educational curriculum activities including science, technology, engineering and maths using local projects as a context for learning and engaging young people through workshops, projects, careers support, site visits and work experience.

Through partnerships with local employability providers, we deliver tailored activities and learning experiences to upskill people from a range of backgrounds and help them move closer to employment opportunities.

We engage with residents and community groups to maximise opportunities which support their initiatives and aspirations.

To ensure the future sustainability of our workforce we take an inclusive approach to providing opportunities for our people and the wider community.

Supporting economies and the supply chain

Throughout procurement we demonstrate and encourage fair working practices and responsible sourcing to make a positive impact on local businesses and communities.

Our approach to supply chain engagement supports local, long-term investment through sustainable development of all members.

We apply fair payment practices equally throughout our supply chain.

Through our projects we actively support and encourage start-ups and social enterprises.

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Protecting the environment

Our environmental accreditations set the benchmarks by which our businesses operate, underpinned by our quality policies and through embedded processes.

We value our natural resources and actively seek to follow circular economy principles reduce waste and minimise environmental impacts.

Our business commitments set the objectives for our performance on safety, health, welfare and environment.

Principles for delivery of social value

We understand that no two customers or areas are the same. We deliver through a common approach - guided by our principles.

We believe in the work we do and that by building relationships and creating positive change and benefits, we can leave a positive legacy in communities.

We regularly monitor our performance and set long-term targets to measure the impact of our activities. We utilise feedback from employees, our supply chain and other stakeholders to continually improve our performance.

We review our Corporate Social Responsibility Policy annually to ensure it reflects current legislation, best practice and approach for delivering improved outcomes. By raising awareness of our CSR policy and with support from our employees, customers, supply chain partners and individuals and groups in our communities, we can continue to generate a positive impact.

Name: Andrew Norris

Position: Managing Director

Signed:



Date: 03.09.26

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