

Corporate Responsibility Policy

Current legislation

There is currently no single piece of legislation with regards to corporate social responsibility for businesses to adhere to, there is a vast array of legislation relating to equality and diversity for which we have a separate policy document.

We recognise that our social, economic and environmental responsibilities to these stakeholders are integral to our business. We aim to demonstrate these responsibilities through our actions and within our corporate policies.

The senior management team is responsible for the implementation of this policy and will make the necessary resources available to realise our corporate responsibilities. The responsibility for our performance on this policy rests with all employees throughout the company.

Our focus

- We shall ensure a high level of business performance while minimising and effectively managing risk ensuring that we uphold the values of honesty, partnership and fairness in our relationships with all our stakeholders
- Our contracts will clearly set out the agreed terms, conditions and the basis of our relationship and will operate in a way that safeguards against unfair business practices
- We shall monitor and encourage suppliers and contractors to adopt responsible business policies and practices
- We shall support and encourage our employees to help local community organisations and activities in our region, particularly our employee chosen charities
- We shall operate an equal opportunities policy for all present and potential future employees and will offer our employees clear and fair terms of employment and provide resources to enable their continual development
- We shall maintain a clear and fair employee remuneration policy
- We shall provide safeguards to ensure that all employees of whatever nationality, colour, race or religious belief are treated with respect and without sexual, physical or mental harassment
- We shall provide, and strive to maintain, a clean, healthy and safe working environment in line with our Health and Safety policy and safe systems of work; and maintain our certification in ISO45001:2018
- We shall continue to develop Quality and Environmental policies and objectives as part of the business planning cycle in line with our certification ISO14001:2015 and ISO9001:2015

A handwritten signature in black ink, appearing to read "Grahame Muir".

Grahame Muir
Chief Executive Officer
25th July 2024