



Corporate Social Responsibility Policy

We are committed to meeting the highest standards of corporate citizenship by protecting the health, safety and welfare of our employees, by safeguarding the environment and by creating a long-lasting positive impact on the communities where we do business.

We believe that our strong commitment to the highest standards of corporate citizenship and sustainability strengthens our business, our workforce and the communities where we operate. Social Responsibility is integral to the way we conduct business, particularly with regards to the nature of our works.

This policy referred to as our CSRP, has been put together for all levels of employees within our company structure to further strengthen our existing health and safety policy statement, environmental policy statement, equal opportunities policy statement, sustainability policy statement and our anti-fraud and bribery policy statement. With the combination of these policies merged with this policy statement ensure that we identify all areas that may have an effect on the business undertakings.

This policy will be implemented throughout the company structure, whatever job they undertake from our onsite workforce, to our office admin, right the way up to our company directors. All are required to comply and raise any concerns or additions that they feel could assist in developing this policy to a higher standard.

The company directors strongly believe in delivering a high standard of company undertakings over and above legislation and industry best practice, which is often reflected in the company investment in training and equipment required.

Our company policies and procedures ensure we have a strong documented work ethics which is externally audited to ensure our company continues to develop and standardise appropriate working practices.

With the introduction of this policy the company directors have committed to the following:

- Conduct our business to the highest standards and personal integrity
- Respect the laws and regulations defined within the country of working
- Be committed to transparency and good governance
- Implement fair and honest competition, and endorse our Anti-Bribery and Anti-Corruption Policy, to assist in combating corruption and promote the rule of law
- Endorse and respect the Human Rights Act
- Endorse and implement the international voluntary initiatives designed to protect the environment and human rights
- Provide training for our employees to comply with our statutory duties and to deliver over and above the standards required
- Ensure our contractors and suppliers apply their own Code of Business Conduct and Ethics and their related policies, or to adopt equivalent standards to our own expectations, and to train their employees accordingly



With regards to the effects on our communities the company directors have committed to:

- Conducting Environmental and Social Impact Assessments to identify and understand the potential social, cultural and environmental impact of operations prior to making major investments, as referred in our ISO 14001 standards
- Identify and assess our contributions to social and cultural changes in the areas where we operate and develop appropriate strategies to respect the rights and cultures of local communities
- Collaborate with host governments, civil society, businesses and other stakeholders to make lasting contributions to social development, especially in the areas of education and health
- Be fully committed to respecting all human rights where we operate
- Seek to minimise any negative environmental, welfare, quality, and health and safety impact on our host communities as a result of our operations.

Our company directors respect the rights of all persons and will implement the following by:

- Supporting the fundamental principles of the rights to work
- Not permitting the employment of underage children in our workforce or the use of forced or compulsory labour in any of our operations
- Being committed to diversity and providing equal employment opportunities to all employees and job applicants regardless of race, colour, sex, age, sexual orientation, creed, national origin or disability as defined within our Equal Opportunities Policy
- Not tolerating any form of workplace harassment including sexual harassment of an employee or employment candidate
- Recognising and respecting our employees' right to join associations and choose representative organisations for the purpose of engaging in collective bargaining in a manner that is consistent with applicable laws, rules, regulations and local customs
- Being committed to providing challenging and rewarding career opportunities to ensure that we have a skilled, capable and energised workforce
- Providing learning opportunities for employees to maximise their potential and ensure that our company achieves its business objectives.



The health, welfare and safety of our employees and our neighbours are of paramount concern to us. Our Environmental including Sustainability Policy, our Health and Safety Policy addresses all of these areas in greater detail.

We will routinely monitor, assess and report on our conformity with this policy statement.

We require all employees to comply with this policy and related directives and additional policies. We are working towards ensuring that our contractors and suppliers respect this policy to its maximum.

A handwritten signature in black ink, appearing to be 'M. Reynolds', written over a light grey rectangular background.

Martin Reynolds
Managing Director

A handwritten signature in blue ink, appearing to be 'Mick Whyte', written over a light grey rectangular background.

Mick Whyte
Commercial Director