

## CORPORATE SOCIAL RESPONSIBILITY POLICY

Our company values give direction and structure to everything we do. We aspire to continually improve our Corporate Responsibilities. We have identified key areas of accountability within the business, which will drive and develop our objectives:

### Health & Safety

- We strive to manage our activities without causing unnecessary / unacceptable risks, to the health, safety and welfare of our employees, customers, members of the public and others who may be affected by our activities.
- We are committed to the provision of the necessary human and material resources for the proper execution of our statutory duties and responsibilities of our managers, supervisors and workforce in connection with H&S at work.

### Environment

- Our aim is to continually heighten awareness of environmental issues within our supply chain and workforce, whilst encouraging participation in the environmental goals and achievements of the organisation.
- Long term objectives are focused on the reduction or removal of our direct impacts on the environment.

### Community

- We endeavour to maximize our contribution to society and enhance the reputation of the company, our clients, partners and suppliers by demonstrating a high degree of social responsibility.
- We aim to conduct business in a manner which achieves sustainable growth. Our decisions and processes are based not only on economic, but also on social and ecological criteria.

### People

- To promote and develop a sustainable work ethic, committing to the principle of equal opportunities led by example from our top management. To provide career progression, motivation, reward and recognition of our workforce.
- We are committed to providing an inclusive work environment which promotes equality for existing and prospective employees, free from discrimination irrespective of gender, race, nationality, age, disability, religion or belief, sexual orientation, gender re-assignment or any other irrelevant factor.

### Market

- We work in partnership with our customers to deliver quality projects on time, safely and with due regard to the environment. We are dedicated to managing our business for long-term, sustainable success.



**Paul Tierney, Managing Director**  
Date: 7<sup>th</sup> January 2020