



# Corporate Social Responsibility Statement

## 1. Introduction

We believe that a commitment to the principles of corporate social responsibility (CSR) not only makes good business sense but also complements our core business strategy and corporate values. Our policy is based on the following principles:

- To minimise the impact and maximise the benefits that our work has on the environment and people around us.
- To integrate our CSR considerations into all our business decisions.
- To comply with, and exceed where practicable, all applicable legislation, regulations and codes of practice.
- To review, and to continually strive to improve our CSR performance.

In developing our strategy and setting out our policy for the first time we aim to deliver gradual but continuous improvements in our performance every year. As a result, our approach continues to evolve as we learn lessons along the way. To help define our policy we have divided it into six key areas:

## 2. Staff/People

We are committed to the well-being and continual development of our people and to training our workforce, where employees are appreciated, valued and given regular feedback so that each employee has a clear understanding of their role and how they contribute to the business.

We expect our employees to act with integrity towards one another and exercise a high standard of business practice and workmanship.

We support diversity, fairness and equal opportunities and aim to involve and consult regularly with employees as to the direction of the business.

## 3. Customers

We aim to build long term relationships with all our customers and other stakeholders by understanding their objectives as they evolve over time and meeting their needs.

We aim to give fair value, consistent quality and reliability.

We aim to have the highest professional and ethical standards and will be honest, open and transparent in all our dealings with customers.

## 4. Suppliers

We aim to create and maintain strong relationships with key suppliers and contractors.

We aim to choose suppliers that share our ethos in relation to employment practices, quality and environmental controls. This will be communicated to all suppliers and potential suppliers.

5. **Health & Safety**

We aim to achieve and maintain the highest standards of health and safety and provide a safe and healthy working environment for all our activities.

We have a current and effective written health and safety policy that is regularly reviewed and updated.

6. **Environment**

We have implemented an environmental policy appropriate to our business.

We are aware of our environmental impact as a business and have taken and continue to take appropriate steps to mitigate that impact, including setting environmental objectives and targets, implementing procedures and providing training so employees and contractors understand their environmental responsibilities and can seek to improve our environmental performance.

7. **The Community**

We recognise and understand the significance of the local community within which we operate. We aim to enhance our contribution to the community by being sensitive to the needs of local people and groups and promoting ethical and socially responsible trading. We actively support and donate to the local charities/non-profit organisations within our community,

**Responsibilities**

Overall responsibility for compliance with this policy shall be vested in Stephen Crawford, Managing Director. All employees and agents of the company will be individually responsible for ensuring correct procedures are followed and anti-bribery requirements are met in full.

Stephen Crawford  
Managing Director

## Document History

Version	Date	Amendment	Issued by	Authorised by
0	01/05/2020	First issue	Stephen Crawford Managing Director	Bruce Edgar Programme Director
1	21/06/2021	Annual Review & Registered Address Update	Stephen Crawford Managing Director	Bruce Edgar Programme Director
2	21/09/2021	Document number revision	Stephen Crawford Managing Director	Bruce Edgar Programme Director
3	08/04/2022	Annual Review & Logo update	Stephen Crawford Managing Director	Bruce Edgar Programme Director
4	24/2/2023	Annual Review	Stephen Crawford Managing Director	Bruce Edgar Programme Director