



# CORPORATE SOCIAL RESPONSIBILITY POLICY STATEMENT

Our aim is to be a sustainable business, balancing our responsibilities and taking into account the impacts of our decisions on employees, customers, suppliers, communities and our environment, while at the same time maintaining financial stability and profitability.

To achieve this balancing act requires the responsible management of the three recognised pillars of sustainability - social, environmental and economic – or equivalently, people, planet and profit.

Our priorities are:

## PEOPLE:

- Inclusive and diverse workplaces with fair treatment for all.
- The ongoing safety, health and well-being of our people, supply chain and customers.
- The right skills, knowledge, behaviour, culture and workplaces for our people to reach their full potential.
- Positive engagement with and valid social value outcomes for our communities.

## PLANET:

- A science-based target pathway to net zero, measuring and disclosing all three scopes of greenhouse gas emissions.
- Alternatives to our most significant sources of emissions with the biggest potential for reduction.
- Positive, long-lasting impacts on nature and biodiversity.
- Sustainable workplaces with reduction plans for energy, water, waste, plastic, paper and travel.

## PROFIT:

- Responding to society's expectations and generating resilience for our business.
- Meeting our customers' expectations and building enduring relationships.
- Executing effective risk, programme, quality, value and cost management strategies.
- Developing diverse, local supply chains including start-ups, SMEs and VCSEs.

This statement is implemented through our integrated management system, which is compliant with ISO 45001: 2018 (Health and Safety), ISO 14001:2015 (Environmental) and ISO 9001:2015 (Quality).

We provide practical guidance and support through our:

- Guiding principles
- 'Right Works' code of practice
- 'Everyone' diversity and inclusion plan
- Community engagement guidelines
- 'Goal 13' climate action strategy

Our priorities will be achieved through the proactive behaviour of our leadership team, the supporting actions of our people, supply chain and customers, and by embedding responsibility through our culture.

This policy statement is communicated to our people and other stakeholders and is available on our website.

KEVIN VALENTINE | MANAGING DIRECTOR  
JUNE 2023

