

## Corporate Social Responsibility

Our social responsibility programme is fundamental to who we are and it lies at the heart of everything we do. We strive to make a difference to our people and the communities in which we operate and our culture has been developed around this.

We co-ordinate our social responsibility activities, both centrally and through all our locations, ensuring that focus is placed upon the most worthy causes.

Our approach encompasses:

### Our people

We recognise that our people are our most important asset and we take our responsibility to build an inclusive and supportive working environment seriously.

- We have comprehensive policies to ensure fair treatment for all and to promote mutual respect and an open and honest culture.
- We strive to support people in realising their full potential.

### Our community

We have a proud record of supporting the communities where we are located.

- We encourage our employees to volunteer in all our community engagement.

### Our environment

We aim to reduce our negative environmental impacts, waste and energy usage year-on-year.

### Our suppliers

We only work with reputable firms with good records of Corporate Social Responsibility.

### Sustainable development

We have been thoughtful about the locations of our business, paying respect to the local environments and communities that we have affected.

**Compliance with this policy is mandatory.**



Signed: \_\_\_\_\_

Date: January 2025

Managing Director – James Cook

Review date: January 2026

Review responsibility: Managing Director