



Corporate & Social Responsibility Policy

We recognise that we must integrate our business values and operations to meet the expectations of our stakeholders. They include;

Employees
Regulators
Investors
Customers
Suppliers
The Community
The Environment

The managing director is responsible for the implementation of this policy and will make the necessary resources available to realize our corporate responsibilities. The responsibility for our performance to this policy rests with all employees throughout the company.

Employees

We shall operate an equal opportunities policy for all present and potential future employees.

We will offer our employees clear and fair terms of employment and provide resources to enable their continual development.

We shall maintain a clear and fair employee remuneration policy and shall maintain forums for employee consultation and business involvement.

We shall provide safeguards to ensure that all employees are treated with respect and without sexual, physical or mental harassment.

We shall provide, and strive to maintain, a clean, healthy and safe working environment.

Regulators

We are committed to achieving continuous improvement in Health & Safety performance so that we provide a clean, healthy and safe working environment for our employees.

We are committed to ensuring that our business is conducted in all aspects according to rigorous ethical professional and legal standards.

Investors

We take seriously all feedback that we receive from our stakeholders and, where possible, maintain open dialogue to ensure that we fulfil the requirements outlined within this policy.

We shall be open and honest in communicating our strategies, targets, performance and governance to our stakeholders in our continual commitment to sustainable development.

We shall uphold the values of honesty, partnership and fairness in our relationships with stakeholders.



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Customers & Suppliers

We shall ensure a high level of business performance while minimising and effectively managing risk.

Our contracts will clearly set out the agreed terms, conditions and the basis of our relationship.

We will operate in a way that safeguard against unfair business practise.

We shall encourage suppliers and contractors to adopt responsible business policies for mutual benefit.

We will register and resolve customer complaints in accordance with our published standards of service.

The Community

We shall encourage dialogue with local communities for mutual benefit.

We shall support and encourage our employees to help local community organisations and activities in our region.

We maintain our commitment to ongoing charity events. We also continue sponsoring local teams, events & activities within the community, such as Football teams, Cricket Clubs & fundraising events.

Commitment to encouraging our staff to deploy in community activities and sporting events.

The Environment

We recognise that our social, economic and environmental responsibilities to these stakeholders are integral to our business. We aim to demonstrate these responsibilities through our actions and within our corporation.

We shall strive to improve our environmental performance through implementation of our sustainable development and environmental policies.

Through effective partnerships, we shall continue our initiatives on water efficiency, safe recreational use of water, education and environmental improvement within the company.

Signed:

Position: Managing Director

Review Date: 01/04/2024