

Corporate Social Responsibility Policy Statement

We are fully committed to undertaking our works in a responsible manner that achieves and maintains the highest standards and minimises our impacts on society and the environment. We demonstrate a transparent and ethical approach to our work and ensure that it:

- contributes to sustainable development, including health and the welfare of society
- takes into account the expectations of our key stakeholders including our clients, our employees, supply chain and local community
- is in compliance with applicable law, consistent with international norms of behaviour and is integrated throughout the organization and practised in our relationships

Our responsibility extends to:

Human rights

Our Human Resources policies safeguard fair labour practices and human rights resulting in fair

- recruitment and promotion of employees
- disciplinary and grievance procedures
- conditions of work, in particular working time and remuneration
- termination of employment arrangements

We support the principles stated within the internationally recognised ETI (Ethical Trading Initiative) base code. We also maintain a comprehensive Health and Safety Management system, certified to BS OHSAS18001, to protect our workers, our clients and the local community.

Fair operating practices

Our Bribery and corruption policy commits to acting with integrity and working to our values at all levels within the company.

We promote fair competition and include ethical, social, environmental and health & safety criteria into purchasing and contracting practices

Protecting the Environment

Our Environmental Management System certification to ISO14001 commits us to prevent pollution, ensure sustainable resource use, address climate change mitigation and adaptation and protect biodiversity and natural habitats

Supporting Community involvement and development

We will support and build relationships within the community in which we work, often end customers to our clients, by creating employment, and deploying customer engagement plans to minimise our impacts.

3 Pillars

We deliver Corporate Social Responsibility through our 3 Pillar model. Everything we do as a business contributes to at least one of the three pillars of being:

Profitable and whilst doing so ensuring our employees and those around us are

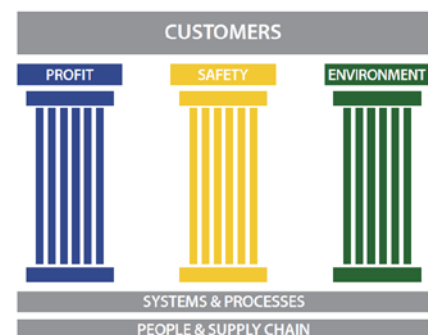
Safe and being responsible by protecting our

Environment and the communities in which we work.

Our 3 Pillar model aligns our internal performance measures with the efforts of our

People and our Supply Chain, along with our **Systems and Processes** to meet our **Customers'** objectives.

3 Pillar Sustainability Model



Our Directors will report on performance and review this Policy at regular review meetings.

Andy Flowerday

Andy Flowerday
Managing Director
February 2017