

CORPORATE SOCIAL RESPONSIBILITY POLICY

We believe in conducting business in a manner, which achieves sustainable growth whilst demonstrating a high degree of social responsibility. We believe that this approach creates a source of competitive advantage for our business and recognise that we must integrate our business values and operations to meet the expectations of our stakeholders. They include customers, employees, regulators, investors, suppliers, the community and the environment.

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

Our responsibility encompasses interaction with our marketplace, environment, community and our people.

Demonstrating our commitment to Corporate Social Responsibility (CSR) is a journey, in the course of which we aim to align our business values, purpose and strategy with the social and economic needs of all our stakeholders, whilst embedding responsible and ethical business policies and practices into everything we do. By working together with all our stakeholders and embracing CSR, this opens doors to new opportunities and relationships, increasing competitiveness and profitability and demonstrating our continued commitment to sustainable development.

WE ARE COMMITTED TO THE FOLLOWING CSR PRINCIPLES:

- To manage our business with pride and integrity and commit to full legal compliance in all that we do.
- To operate in a way that safeguards against unfair business practices.
- We aim to provide a safe, fulfilling and rewarding career for all our employees. We shall provide safeguards to ensure that all employees are treated with respect and without sexual, physical or mental harassment. We shall operate an equal opportunities policy for all present and potential future employees and offer our employees clear and fair terms of employment and provide resources to enable their continual development.
- To actively assess and manage the environmental impacts of all our operations.
- To benchmark and evaluate all that we do in order to constantly improve our competitive edge in the marketplace and improve our CSR performance.

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

We endeavour to uphold the safety and protection of the public within the local and global community.

Signed:

26/05/22