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|  | <b>Corporate Social Responsibility<br/>(CSR) Policy</b> |  |                     |  |
|   | Doc Ref: <b>POL5-07</b>                                 | Issue No.: <b>2</b><br>Date: <b>01/05/2024</b> | Page: <b>1 of 1</b> |  |

S & R Construction Ltd is committed to maintaining the highest standards of corporate social responsibility in its business activities. We aspire to high standards of practice through a process of continual improvement and the adoption of international codes and standards where practicable. To meet this commitment, we will implement management systems in our operations that accord with the requirements of our corporate social responsibility standards and strive to:

- Comply with all applicable laws, regulations and other employment standards, wherever we operate
- Behave with honesty and integrity in all our activities and relationships with others and reject bribery and corruption in all its forms

#### Employees

- Respect the rights and dignity of every employee and treat them fairly and without discrimination
- Encourage team working and the sharing of knowledge throughout the organisation
- Recognise employees' individual and team contribution and reward them appropriately
- Forbid, eliminate and not be complicit in the use of forced or child labour

#### Local Communities

- Respect the rights of the local people in all locations in which we operate
- Assist in the development of local community programmes where we operate, in consultation with local government and the general public

#### Human Rights

- Respect and support internationally recognised human rights standards wherever we operate and seek to ensure non-complicity in human rights abuses
- Identify, assess and manage human rights risks within our sphere of influence and activities, working firstly to avoid or mitigate them and then seek to remedy any actual or potential impacts
- Ensure that appropriate mechanisms are in place for those affected by our operations to raise grievances

#### Suppliers

- Ensure that contractors and suppliers are aware of, and where necessary, work with them to meet our business principles, policies and standards

**Responsibility for compliance with S & R Construction Ltd CSR policy and standards lies with the Managing Director and staff.**

A full copy of this policy is accessible electronically and is available from the SHEQ Dept. on request.

This Policy will be reviewed annually and fully supports the policies and procedures within our Management System.

*Signature: S J Sankey*

Signature:

Steven Sankey, MD