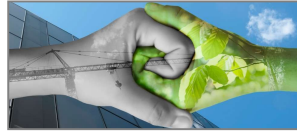


## Corporate Social Responsibility Policy



Speedclad Limited sees operating in an ethical, responsible and sustainable manner as fundamental to its business values, purpose and strategy. We recognise that our company's activities can have a positive impact on not only our own economic development, but also the quality of life of our workforce, their families and the local community and society at large. As such the principles of this policy are embedded in everything that we do.

We focus our CSR activities in the following key impact areas:

### **Workplace**

We recognise that our ability to deliver high-quality products and services, and to enhance client satisfaction, is dependent on a talented and engaged workforce. We focus on making Speedclad a place where people feel supported, can develop their skills and have a clear understanding of our business objectives. We will operate an equal opportunities policy and clear and fair terms of employment and provide our workforce with opportunities for training and development, as well as a safe and healthy work environment.

### **Clients**

We are committed to a client-focused service and take pride in our ability to solve our clients' problems and deliver innovative solutions in a timely manner. We will understand and anticipate our clients' needs, meet their requirements and exceed their expectations. We will be direct, honest and ethical in our dealings and operate in a way that safeguards against unfair business practices.

### **Supply Chain**

We understand that a supply chain that shares our values is integral to the sustainability of our business. We are committed to developing secure relationships based on mutual trust for mutual benefit. We will work in collaboration with our suppliers and subcontractors to pursue best value and practice and promote sustainability.

### **Environment**

We believe that we are responsible for achieving good environmental practice and are committed to continual improvement of our performance in this respect. We will assess the significant environmental impacts of our activities, and set objectives and apply the controls necessary to minimise these.

### **Communities**

We are committed to making a sustainable positive impact on the communities in which we operate and to consider how we may achieve this throughout our activities. We encourage participation in community projects and charitable fund-raising and work with our clients on local initiatives for employment and training. Whenever possible we strive to engage a local supply chain.

### **Authorisation**

Signed:

Handwritten signatures of Paul Dingle and Anthony Blake.

Paul Dingle, Construction Director

Tony Blake, Commercial Director

Date:

7<sup>th</sup> May 2021

**For and on behalf of Speedclad Limited**