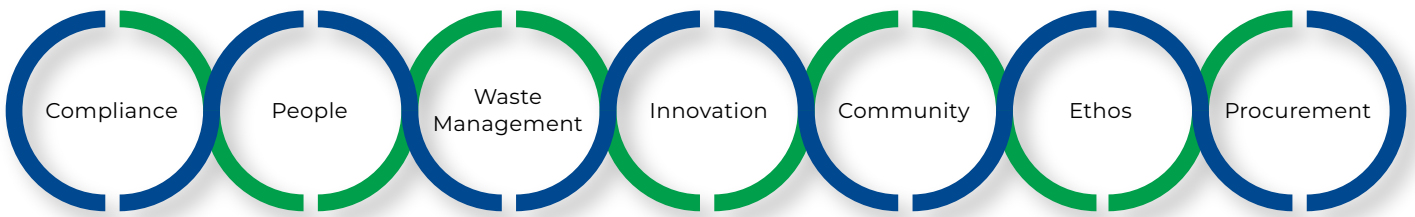




Corporate & Social



These activity streams are individually attributed policies that all adopt practices embracing the Company desire to increase and understand its corporate social responsibility. Each policy is reviewed under the Company's Quality Procedure. 'Business to Business' agreements exist between all suppliers and subcontractors of the Company, outlining their agreement to the Company CSR Policy. All practices are quality controlled, and reviewed in line with the CSR policy across the business as a whole, so that from the use of recycled stationary to the complete recycling of any waste material excavated on site via our own recycling division, is continuously at its best.

The Company sees corporate responsibility as the voluntary actions that business can take, over and above compliance with minimum legal requirements, to address both its own competitive interests and the interests of wider society.

The company is fully aware of its environmental, social and economic responsibilities to its employees and shareholders as well as its customers, suppliers and the public at large. As society demands more effort by everyone to reduce adverse impact on the environment, the Company understands the business imperative to be - and to be seen as - an aware, responsible company.

The Company undertakes to act responsibly, ethically and with integrity in its interactions with all stakeholders whether they be, staff, customers, suppliers, neighbours, the general public or the environment as a whole.

To this end:

- The Company has a separate Environmental Policy Statement clarifying its commitment to negating its impact on the environment.
- The Company carries out regular risk assessments to guarantee the well-being of staff and visitors, in accordance with Health and Safety legislation.
- The Company commits to having a fully trained workforce and has its own in-house training, which ensures that all employees are fully trained to the company standards and are also competent to carry out their duties safely.
- Due to the nature of our business having to use fossilised materials the company actively promotes, maximises and measures the reuse of excavated recycled backfill in all their operations with the current rate standing at 98%.
- The Company actively manages its reputation, and drives best practice, through the application of Ethical Sales and Purchasing.
- The Company is an Equal Opportunities Employer which promotes diversity and does not differentiate on grounds of gender, ethnicity, religion, sexual orientation or physical ability.

