

Corporate & Social



FERNS

HR34 - Corporate & Social Responsibility Policy

Scope

This Policy applies to all employees, regardless of their job function and includes but is not limited to agency staff, contractors, sub-contractors and visitors.

This policy is intended to provide guidance and support for all employees. While it is expected that all employees adhere to the principles and guidelines outlined in this document, please note that this policy is not part of the employment contract and does not form part of the terms and conditions of employment. It may be subject to change or review at the discretion of the Company.

This Policy is applicable to all Company premises

Policy Statement

Corporate Responsibility can be defined as how companies address the social, environmental and economic impacts of their operations and so help to meet our sustainable development goals.

The Company works towards sustainable development not only in its everyday operations as an employer and profitable Company, but also in terms of the nature of the infrastructure projects with which it is involved. The Company understands it has a role in setting standards in areas such as environmental protection, health and safety and employment rights. Providing clear policy and institutional framework that stimulates those involved to raise their performance.

Having analysed what sustainability means to the Company and its various stakeholders, the company has formalised its commitment towards sustainability by setting a strategy. It has identified seven activity streams that individually and collectively contribute to its sustainable development.

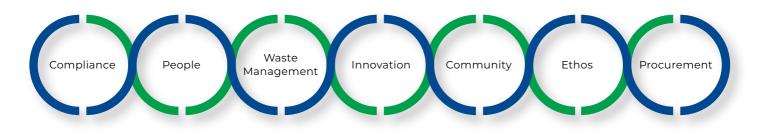
Corporate & Social Responsibility – Policy Statement Number HR34 Review Date: 08/02/2026 Last Amended: 08/02/2025

Ferns Group Ltd comprises of the following companies: Ferns Surfacing Ltd: Ferns Aggregates Ltd: Forefront Utilities Ltd:

Registration No. 03193093 Registration No. 12217352 Registration No. 03214416

Ferns TM Ltd: Ferns Drylining Ltd: Registration No. 14684397 Registration No. 07069179





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 exists 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 see 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.

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- The Company actively contributes to social and environmental initiatives in the local community by donating time and resources. In 2012 we have assisted in Demelza House which is a residential hospice for terminally ill children by carrying out the removal of the existing playground and installing the groundworks for the new.
- The Company commits to being open and transparent in the interests of promoting best practice.
- The company is proud to have been awarded Gold for Considerate Contractor from the City of London.
- To reduce our carbon footprint we have installed into all our vehicles the most advanced driving management system which allows us to monitor driving habits and patterns. This system also allows us to minimise vehicle movements thereby reducing fuel usage. We ensure that our vehicles are driven safely and legally by constantly measuring and monitoring the driving standard and behaviour of each driver. In doing this we can be confident that our drivers are not endangering themselves or the community in which we operate.
- We have invested in video conferencing facilities to reduce vehicle movements and carbon emissions.

lan fern, CEO January 2025

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