

## **Corporate Social Responsibility Policy**

### **Introduction**

Our dedication lies in conducting business with a focus on social responsibility, environmental sustainability, and ethical practices and we prioritise the well-being of our employees, clients, subcontractors, and the communities we serve. This Corporate Social Responsibility (CSR) policy articulates our steadfast commitment to these core principles.

### **Employee Well-being**

Our foremost priority is the well-being of our staff. We offer training and necessary resources to maintain safe work environments and procedures for our employees, and any potential risks are communicated to ensure their awareness and safety.

We recognise the significance of work-life balance and are committed to fostering an environment where employees have access to reasonable work schedules and opportunities for rest and personal time.

### **Diversity and Inclusion**

We value diversity and will not discriminate based on race, gender, age, religion, sexual orientation, disability, or other protected characteristics in our hiring practices.

We promote an inclusive workplace and strive to match staff members with positions where they can thrive without bias.

### **Charity Engagement**

We actively engage with and support the communities in which we operate. We have established strong partnerships with several charities and not-for-profit organisations facilitating the introduction of new donors and clients in the process. Collaborating closely with these entities, we build strategic alliances and provide resources as needed. Some examples of local and national charities and organisations we support include:

- The Lighthouse Club Construction Charity – We support this charity through generous sponsorship and one of our directors serves as an ambassador for them, also holding a Directorship of the Lighthouse Club Events CIC.
- The British and Irish Trading Alliance – As a Gold Sponsor we actively participate in this non-profit organisation and through their activities, we facilitate networking opportunities for our clients, prospects, and supply chain for mutual benefit. One of our Directors acts as Vice President and we support members who are raising funds for worthy causes with sponsorship, raising funds, and promotion of their efforts.
- The London Irish Construction Network – For many years we have been generous sponsors and contributors to this network. Our positive interactions have resulted in fruitful business relationships, and we also donate to fellow members' fundraising efforts.
- Additionally, we regularly support various other charities and organisations through our clients' fundraising activities, demonstrating our ongoing commitment to making a positive impact in our communities.

### **Mentoring**

We actively support The Big Idea ([thebigidea.ie](http://thebigidea.ie)) which helps Transition year or similar students with projects that have a strong social value. The students update the Mentors on developments and us Mentors guide them with advice and support to bring the best ideas to fruition. We also work with Founders to help them develop their business, especially those focussing on Construction technology.

## **Ethical Business Practices**

At our core, we uphold transparent and ethical business practices in every interaction with clients, temporary contractors, and suppliers.

We are committed to strict adherence to all relevant labour laws, regulations, and industry standards, ensuring that our operations consistently uphold lawful and ethical conduct.

## **Supplier and Client Responsibility**

Our approach to client relationships is centred on cultivating strong connections founded on mutual respect, ethical behaviour, and a collective dedication to the well-being of contractors.

We prioritise collaboration with suppliers and partners who align with our values, demonstrating a shared commitment to ethical and sustainable business practices.

## **Accountability**

The Board of Directors holds responsibility for supervising the implementation of this CSR policy, ensuring its coherence with our broader business strategy.

## **Environmental Sustainability**

Leveraging technology for communication, documentation, and collaboration enables us to substantially decrease paper consumption in our operations.

Embracing virtual tools minimises travel requirements, thereby reducing our carbon footprint and supporting environmental responsibility and employee wellness.

Responsible disposal of electronic equipment and promotion of recycling initiatives aid in waste reduction, fostering a circular economy, and mitigating our environmental footprint.

## **Continuous Improvement**

Acknowledging the dynamic nature of CSR, we pledge to continually enhance our practices and standards.

Embracing technology and innovative solutions, we strive to remain at the forefront of eco-friendly practices, consistently advancing our environmental sustainability initiatives.

## **Conclusion**

This CSR policy reflects our dedication to being a responsible corporate citizen in the construction industry. We are fully dedicated to pursuing our CSR objectives while delivering high-quality services to our clients.

Signed: David Power



Capacity: Director

Date: 28/03/2024