

## CORPORATE SOCIAL RESPONSIBILITY POLICY

Baxall Construction’s commitment to be a responsible business underpins our company values and business strategy. It enables us to be a company that people want to work for, partner with and welcome into their communities.

<p><b>PEOPLE</b></p> <p>We will respect their views, provide a safe and healthy working environment and conduct business with integrity</p>	<p><b>WE WILL ACHIEVE THIS BY:</b></p> <ul style="list-style-type: none"> <li>▪ Investing and developing the skills and capabilities of our employees</li> <li>▪ Understanding the needs of our people by consulting on a regular basis and acting on what we hear</li> <li>▪ Remunerating our employees fairly</li> <li>▪ Valuing the diversity of our people</li> <li>▪ Complying with all relevant employment and Health &amp; Safety legislation and standards</li> </ul>
<p><b>CUSTOMERS</b></p> <p>We will listen to their views, deliver value beyond their expectations and remain agile to respond to market needs and competitive pressures.</p>	<p><b>WE WILL ACHIEVE THIS BY:</b></p> <ul style="list-style-type: none"> <li>▪ Exceeding our customers’ expectations and meeting the challenges placed on us to deliver against our contracts</li> <li>▪ Placing safety at the heart of our business and customer objectives</li> <li>▪ Respecting diversity and considering the needs of ALL</li> <li>▪ Forging deep and long term relationships with our customers</li> <li>▪ Establishing a delivery model which seamlessly knits together design, procurement and construction</li> </ul>
<p><b>COMMUNITY</b></p> <p>We will continue to support the communities in which we work and seek to behave with integrity through engaging in consultation and contributing to the economic and social well being of that area.</p>	<p><b>WE WILL ACHIEVE THIS BY:</b></p> <ul style="list-style-type: none"> <li>▪ Actively encouraging participation in community projects</li> <li>▪ Supporting local businesses and the economies in which we work</li> <li>▪ Operating in a way which does not affect the safety of the community</li> <li>▪ Working in partnership with councils, planning authorities and regulatory bodies</li> <li>▪ Respecting the diversity of communities in which we operate and being sensitive to local needs</li> </ul>
<p><b>ENVIRONMENT</b></p> <p>We will seek to develop intelligent solutions to ensure continuous improvement in our environmental performance.</p>	<p><b>WE WILL ACHIEVE THIS BY:</b></p> <ul style="list-style-type: none"> <li>▪ Participating fully in the Government’s commitment towards sustainable development</li> <li>▪ Complying with relevant environmental legislation and standards</li> <li>▪ Encouraging the efficient use of resources and reduce emission of carbon dioxide wherever we can</li> <li>▪ Seeking alternative solutions which encourage more sustainable construction and more efficient waste management techniques</li> </ul>

<p><b>SUPPLIERS</b></p> <p>We will work as an integrated team with our supply chain to provide safe and healthy working environments and pursue best practice.</p>	<p><b>WE WILL ACHIEVE THIS BY:</b></p> <ul style="list-style-type: none"> <li>▪ Providing safe and healthy working conditions for everyone working with us</li> <li>▪ Working in partnership with our suppliers to ensure we are at the leading edge of construction techniques and products</li> <li>▪ Seeking the views of suppliers and acting upon what we hear</li> <li>▪ Engaging our suppliers in our standards and policies</li> <li>▪ Managing our supply chain better to increase efficiencies, reduce waste and enhance profitability</li> </ul>
--	---

Baxall operate an Integrated Management System (IMS) that addresses the requirements of ISO 45001/9001/45001/19650/20400 and covers all Baxall activities.

**Malcolm Clarke**  
Managing Director

Dated: 1<sup>st</sup> August 2023