







## Corporate Social Responsibility Policy

This policy outlines our commitment and approach to Corporate Social Responsibility (CSR). It should be read in conjunction with our supporting policies in relation to Environmental & Sustainability issues.

<p><b>PEOPLE</b></p>  <p><i>Respecting their views, creating a safe and healthy working environment, and working ethically</i></p>	<ul style="list-style-type: none"> <li>• <b>Staff development</b> - providing training and development to help employees exceed in their roles and support their personal career aspirations</li> <li>• <b>Fair &amp; Ethical management</b> of all Delivery Partners &amp; Staff</li> <li>• <b>Anti-Bribery / Anti -Slavery</b> - see Collins policy</li> <li>• <b>Inclusion, Equality and Diversity</b> - see Collins policy</li> <li>• <b>GDPR adherence</b> - Collins ensure they meet the 2017 GDPR, policy and all staff are aware of data protection rules</li> <li>• <b>Health and Wellbeing</b> – providing key initiatives and mental health support</li> </ul>
<p><b>COMMUNITIES</b></p>  <p><i>We will continue to support the communities within which we work and contribute to add both economic and social value</i></p>	<ul style="list-style-type: none"> <li>• <b>Charities</b> – support local charities across sites and at Head Office</li> <li>• <b>Providing strategic support</b> through community projects, supporting the employment of trainees and visiting local education facilities</li> <li>• <b>Code of Practice</b> - Working in partnership with councils, planning authorities and regulatory bodies to ensure we minimise nuisance and maximise our community support</li> <li>• <b>Respect</b> the diversity of communities in which we operate and being sensitive to local needs</li> </ul>
<p><b>PERFORMANCE</b></p>  <p><i>We will set tangible SMART KPIs to provide strategic growth and minimise our environmental impact</i></p>	<ul style="list-style-type: none"> <li>• <b>Sustainable Business Strategy</b> incorporating CEQ and financial governance</li> <li>• <b>Implement company objectives</b>, which are reviewed on a yearly basis and communicated throughout the company</li> <li>• <b>Regular review of our supply chain</b> to ensure they maintain our commitment to corporate responsibility, and demonstrate continuous development and improvement</li> </ul>
<p><b>ENVIRONMENT</b></p>  <p><i>We will seek to mitigate and minimise our environmental impacts onsite, reduce pollution and continuously report and improve our environmental performance</i></p>	<ul style="list-style-type: none"> <li>• Collins is committed to continued accreditation to <b>ISO 14001</b></li> <li>• <b>Report and reduce</b> our key impacts including waste, energy, water consumption and materials</li> <li>• <b>Ensure legal compliance</b> is upheld and provide the highest level of support to meet and where possible exceed our clients Sustainability targets.</li> </ul>



We will endeavour to add value to our clients and build upon our history and reputation by continuing to contribute to society.

Overall responsibility of the Corporate Social Responsibility policy rests with the main board of Collins Construction.

A handwritten signature in black ink, appearing to read "J Warren", enclosed within a thin black rectangular border.

**Jason Warren**  
**Managing Director**  
**January 2022**