

This policy statement is provided for Collins Construction Ltd (Collins).

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 and Sustainability issues.

Our approach is broken down into four key categories:

People

Respecting their views, creating a safe and healthy working environment, and working ethically.

- **Staff development** - providing training and development to help employees exceed in their roles and support their personal career aspiration. See Collins Training Policy (QM-PO-007)
- **Fair & Ethical management** - of all Delivery Partners & Staff
- **Anti-Bribery / Anti-Slavery** - see Collins Anti-Bribery Policy (BA-PO-001)
- **Inclusion, Equality and Diversity** - see Collins Equality and Diversity Policy (EN-PO-005)
- **GDPR adherence** - Collins ensure they meet the GDPR requirements, policy and all staff are aware of data protection rules (BA-PO-008)
- **Health and Wellbeing** - Provisions to get access to mental health support
- **Code of Conduct**- see Collins Code of Conduct policy (HR-PO-007)

Communities

We will continue to support the communities within which we work and contribute to add both economic and social value.

- **Charities** - support local charities across sites and at Head Office.
- **Providing strategic support** - through community projects, supporting the employment of trainees and visiting local education facilities.
- **Code of Practice** - Working in partnership with councils, planning authorities and regulatory bodies to ensure we minimise nuisance and maximise our community support.
- **Respect** - the diversity of communities in which we operate and being sensitive to local needs.

Performance

We will set tangible SMART goals to provide strategic growth and minimise our environmental impact.

- **Sustainable Business Strategy** - incorporating CEQ and financial governance.
- **Implement company objectives** - which are reviewed on a yearly basis and communicated throughout the company.
- **Regular review of our supply chain** - to ensure they maintain our commitment to corporate responsibility and demonstrate continuous development and improvement.

Environment

We will seek to mitigate and minimise our environmental impacts onsite, reduce pollution and continuously report & improve our environmental performance.

- Collins is committed to continued accreditation to **ISO 14001**.
- **Report and reduce** - our key impacts including waste, energy, water consumption and materials.
- **Ensure legal compliance** - is upheld and provide the highest level of support to meet and where possible exceed our clients Sustainability targets.

CORPORATE SOCIAL RESPONSIBILITY POLICY



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

This policy will be reviewed at least annually, or sooner subject to legislative changes, to verify that it is fit for purpose and in effective operation.

A handwritten signature in black ink, appearing to read "J Warren".

Jason Warren
Managing Director
February 2025

