

## Corporate Social Responsibility Policy (POL008)

The Company is totally committed to operating in an accountable, honest, responsible, and sustainable manner. The Business Council for Sustainable Development defines Corporate Social Responsibility as:

'The continuing commitment by business to behave ethically and contribute to economic development while improving the quality of life of the workforce and their families as well as of the local community and society at large'

This policy sets out The Company's approach in respect to Corporate Social Responsibility (CSR).

The Company's policy is to conduct our business in a manner that ensures:

- Fair treatment for all employees
- Commitment to full legal compliance in all activities
- Ethical business practices
- High standards in all aspects of Health, Safety and the Environment
- We actively assess and manage the environmental impact of our operations
- We actively monitor our performance in order to improve our CSR performance
- We have a valued place within the local community.

### Workplace

The company is fully committed to:

- The promotion of equality and diversity and the promotion of equal opportunity for all
- Fair employment practices guided by the relevant legislation
- Maintain a forum for employee consultation in all matters.

### Health and Safety

The Company is fully committed to a safe working environment for all employees, subcontractors, clients and members of the public. To achieve these aims The Company will ensure that:

- All relevant legislation, regulations, acts and guidance are followed
- Adequate resources are supplied to ensure the objectives health and safety policy are met
- A written risk assessment is made for all activities undertaken by Cold Clad Limited
- The company will appoint competent persons to provide and necessary legal, technical and practical assistance regarding health and safety
- Employees and subcontractors are aware of the expectation that they will work safely and to be actively involved in the management of health and safety
- We will provide and maintain a safe working environment for all and ensure that adequate facilities and arrangements for their welfare are provided
- We all provide employees with all required instruction, information, supervision, and training required to carry out their tasks safely and efficiently
- We will control the activity of all subcontractors when acting on the company's behalf
- Maintain records of all accidents, injury, diseases, and dangerous occurrences, and fully investigate these to determine if action is required to prevent further instances.

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### Environment

The Company is fully committed to reducing and minimising the impact the company, its activities, and those of its subcontractors, have on the environment.

We constantly seek to improve our environmental performance. The environmental aims of the company include:

- To comply with all relevant environmental legislation
- To continually strive to improve the environmental impact of the company
- To recycle and re-use materials wherever possible, and to divert as much waste from landfill as possible
- To increase the environmental awareness of the company, its employees, subcontractors, and clients.

### Community

The Company is committed to making a sustainable, positive impact on the local community and those we operate in.

We aim to support our employees in fundraising for charities and voluntary work, recognising the benefits to the community, the company and the employees themselves.

We fully support our staff in undertaking normal civic duties, such as jury service.

### Compliance, Monitoring and Reviewing

Compliance with this policy will be continuously monitored.


This policy will be reviewed annually and when a change to relevant legislation occurs.

### Summary

The Company recognises that Corporate Social Responsibility plays a key part in the activities and the way business is conducted by the company.

We strive to achieve excellence in everything we do through professionalism as well as high moral, ethical and business standards and relationships with clients, subcontractors, and the community.

The way we conduct business is key to the long-term success of Sharpfibre Limited.

Signed:   
Managing Director

Date: 8th January 2024

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