STRATEGIC
GROUP POLICY SGP005

CORPORATE & SOCIAL RESPONSIBILITY

LEADERSHIP

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VISION:

Our Vision: "To positively impact all of the groups, stakeholders and the local society that we engage with as part of our operations".

We are realising our Vision by empowering everyone and giving them the tools to take ownership for their own and their colleagues social responsibilities.

COMMITMENT:

The Directors at Arthur Civil Engineering will ensure that the Company commits to integrating socially responsible values and concerns of all groups and stakeholders into the operations of the Company.

The Directors at Arthur Civil Engineering will ensure that the Company provides a **POSITIVE IMPACT** for all groups and stakeholders and that the Company continues to grow its relationships with these groups and stakeholders. The Company upholds its accountability to positively impacting the industry and groups that it works with.

The Directors at Arthur Civil Engineering will actively stive to benefit local society that is influenced by its operations whilst ensuring the Company's Environmental Strategy and Vision are always employed.

To support this statement Arthur Civil Engineering will ensure that:

- The Company continues to innovate its systems to ensure effective **communication** of this policy to all of its employees and suppliers.
- The Company will set **targets** and evaluate its performance by working closely with industry leading organisations such as the Considerate Constructors Scheme, Investors in People, RoSPA and the 5% Club.
- It provides a positive working environment for its people by ensuring enough **resource** is allocated to health care, pensions, training and development. The Company will build

supply chain relationships to ensure **sustainability** and will take in to account the wider supply chain corporate social responsibility.

- The Company continues to establish and communicate new policies, procedures, processes and guidance relevant to social responsibility to ensure 100% **compliance** with them is maintained and that the Company meets its accountabilities.
- It shows **leadership** in bringing people forward and helping them understand the requirement for change where it is needed.
- It continues to **learn** by positively engaging with schools, colleges, youth development teams and universities.
- The Company takes **planning** seriously and that it makes provisions for a positive impact in everything that it does.
- The Company integrates its **key goals** and **key behaviors** described in this policy and its strategy into all of its systems in order to grow a first-class social culture.

RESPONSIBILITY:

Every Arthur Civil Engineering employee has an individual responsibility to ensure compliance with this Policy.

APPROACH:

Arthur Civil Engineering implements the following **key values** that demonstrates our commitment to professional management and implementation of our corporate social responsibilities:

Integrity:
Being honest with our stakeholders and other interested parties by sticking to agreed terms and principles. Being open to all stakeholders about the interests and processes of our organisation.

Empathy:
Committing the right leadership and being completely responsible for what our organisation does and being able to trace back its activities and related impacts.

Progression:
Continually learn and improve by responding to any concerns of stakeholders in a swift and effective manner.

Success:
Plan sufficiently and involve all groups who are affected by the Company and its activities in relevant decision-making and collaborative processes.

Sustainability:
Ensuring that internal and external interest parties including stakeholders, customers and our wider supply chain share our commitment to corporate and social responsibility and are continually striving towards societal and environmental safeguarding and enhancement.

Support:
Treat all stakeholders in a reasonable and equal way and provide enough support to ensure we meet customer expectations.

Innovation:

Assist our customers and stakeholders to break down silo's by setting clear and achievable targets to drive continual improvement.

Nurture:
Valuing and promoting diversity in terms of gender, culture, and race. Being willing to apply different perspectives and new approaches in day-to-day management.

REVISION STATUS:

	Rev.	Date	Description if Addition (A), Deletion (D) or Substitution (S)	Approved by:
1.1	01	20.02.2020	Creation of this document	Andrew Smith
1.2	02	08.02.2022	2022 Review	Andrew Smith
1.3	03			

The information contained in this Policy applies to all employees of Arthur Civil Engineering Limited ('Arthur Civil Engineering Ltd' or 'the Company') subject to any qualifying conditions described. This policy should be read in conjunction with your Contract of Employment and the Company Handbook. The Company may amend and extend the contents of this document at any time, subject to statutory and/or operational requirements. If you require any clarification in respect of this Policy, please speak in the first instance to one of the Directors.