

CORPORATE SOCIAL RESPONSIBILITY POLICY STATEMENT

Control Centre Solutions Ltd understand the value of Corporate Social Responsibility. We are committed to continually improving our performance as a socially responsible company and work with our staff, our clients and our subcontractors to maintain this approach. We understand that this means taking initiatives to assess and take responsibility for the company's effects on environmental and social wellbeing.

We define Corporate Social Responsibility as follows:

- Conducting Business in a socially responsible and ethical manner.
- Protecting the environment and the safety of people.
- Supporting Human Rights.
- Engaging, learning from, respecting and supporting the communities and cultures with which we work.

We have a responsibility to consider the effect we as a company and individuals have on the wider community and other stakeholders. As a small business we are able to react quickly and work closely with our partners and the communities in which we operate to minimise the impact made by our presence. We do this by conducting ourselves in a professional manner, ensuring we are approachable, understanding, reactive and ethical.

All employees will adopt the Corporate Social Responsibility considerations described in this policy in their day to day work activities. Management will act as role models by incorporating these considerations into decision making in all business activities. Management will ensure appropriate organisational structures are in place to effectively identify, monitor and manage Corporate Social Responsibility issues and performance relevant to our business.

Our Workers are our greatest asset and key to continued growth and success, and as such are treated fairly and with dignity and consideration for their goals and aspirations and that diversity in the workplace is embraced. We are committed to providing Equal Opportunities in all aspects of employment and will not engage in or tolerate workplace misconduct, including discrimination, intimidation or harassment. We encourage our workers to engage in personal and professional development.

Control Centre Solutions Ltd believe that it is important to contribute to the wider community and to take responsibility for the impact we have on society, through our work practices, our business and our behaviour. Working together with our employees, clients, partners and stakeholders, we are able to make a positive, sustainable impact and help to engage the people around us and benefit them where practicably possible.

We encourage all of our team to become involved in the local community, from sharing business experience with local students, supporting local charities and volunteering for construction activities in the community.

Enriching local commerce is always a principal objective and we will, wherever possible, strive to give employment opportunities to local people and select local businesses to become key supply chain partners.

Construction and its related activities have a potentially significantly environmental impact. We have a responsibility to manage and minimise this impact. To operate efficiently and minimise our impact on the environment we will always strive to:

- Prevent pollution from our activities through adherence to environmental management processes and procedures.
- Minimise waste and promote recycling.
- Use resources and materials efficiently and use sustainable products where possible.
- Implement environmental improvement initiatives on our sites.
- Monitor and measure our environmental performance.
- Promote environmental awareness amongst our employees.

The health and safety, welfare and wellbeing of employees and any others affected by our activities is of paramount importance. It is our policy to create and improve standards of Health and Safety, which will lead to the avoidance and reduction of risks, and, to ensure that we comply with all Health and Safety legislation and strive towards best practice and continual improvement. A detailed Health and Safety Policy Statement and Management System is in operated by our organisation.

To care for our clients/ customers we will:

- Seek opportunities to continually improve customer care and satisfaction.
- Monitor and measure levels of customer satisfaction.
- Contribute to industry wide initiatives to improve customer satisfaction across the industry.
- Actively support our clients in ensuring that, through our own initiatives, they meet their own targets for Sustainability.

This policy is reviewed on a periodic basis or on significant change in the company's operations.

Copies of this statement of policy will be made available to all employees and to all other interested parties.

Signed:



Mr Scott Hughes, Director

Date: 17th April 2023