



Corporate & Social

HR34 - Corporate & Social Responsibility Policy

Scope

This Policy applies to all employees, regardless of their job function and includes but is not limited to agency staff, contractors, sub-contractors and visitors.

This Policy shall form part of the terms and conditions of employment for all direct employees but shall be non-contractual.

This Policy is applicable to all Company premises.

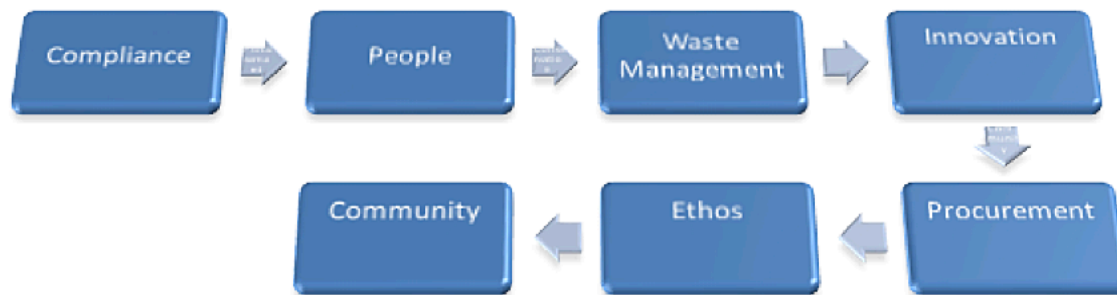
Policy Statement

Corporate Responsibility can be defined as how companies address the social, environmental and economic impacts of their operations and so help to meet our sustainable development goals.

Ferns Surfacing Ltd works towards sustainable development not only in its everyday operations as an employer and profitable Company, but also in terms of the nature of the infrastructure projects with which it is involved.

Ferns Surfacing Ltd understands it has a role in setting standards in areas such as environmental protection, health and safety and employment rights. Providing clear policy and institutional framework that stimulates those involved to raise their performance.

Having analysed what sustainability means to the company and its various stakeholders, Ferns Surfacing Ltd has formalised its commitment towards sustainability by setting a strategy. It has identified seven activity streams that individually and collectively contribute to its sustainable development.



These activity streams are individually attributed policies that all adopt practices embracing Ferns Surfacing Ltd desire to increase and understand its corporate social responsibility. Each policy is reviewed under the Company's Quality Procedure. 'Business to Business' agreements exist between all suppliers and subcontractors of Ferns Surfacing Ltd, outlining their agreement to Ferns Surfacing Ltd CSR Policy. All practices are quality controlled, and reviewed in line with the CSR policy across the business as a whole, so that from the use of recycled stationary to the complete recycling of any waste material excavated on site via our own recycling division, is continuously at its best.

Ferns Surfacing Ltd see corporate responsibility as the voluntary actions that business can take, over and above compliance with minimum legal requirements, to address both its own competitive interests and the interests of wider society.

The company is fully aware of its environmental, social and economic responsibilities to its employees and shareholders as well as its customers, suppliers and the public at large. As society demands more effort by everyone to reduce adverse impact on the environment, Ferns Surfacing Ltd understands the business imperative to be - and to be seen as - an aware, responsible company.

Ferns Surfacing Ltd undertakes to act responsibly, ethically and with integrity in its interactions with all stakeholders whether they be, staff, customers, suppliers, neighbours, the general public or the environment as a whole.

To this end:

- The Company has a separate Environmental Policy Statement clarifying its commitment to negating its impact on the environment
- The Company carries out regular risk assessments to guarantee the well-being of staff and visitors, in accordance with Health and Safety legislation.
- The Company commits to having a fully trained workforce and has its own in-house training, which ensures that all employees are fully trained to the company standards and are also competent to carry out their duties safely
- Due to the nature of our business having to use fossilised materials the company actively promotes, maximises and measures the reuse of excavated recycled backfill in all their operations with the current rate standing at 98%.
- The Company actively manages its reputation, and drives best practice, through the application of Ethical Sales and Purchasing.
- The Company is an Equal Opportunities Employer which promotes diversity and does not differentiate on grounds of gender, ethnicity, religion, sexual orientation or physical ability.



Ian fern, CEO
January 2024



- The Company actively contributes to social and environmental initiatives in the local community by donating time and resources. In 2012 we have assisted in Demelza House which is a residential hospice for terminally ill children by carrying out the removal of the existing playground and installing the groundworks for the new.
- The Company commits to being open and transparent in the interests of promoting best practice.
- The company is proud to have been awarded Gold for Considerate Contractor from the City of London.
- To reduce our carbon footprint we have installed into all our vehicles the most advanced driving management system which allows us to monitor driving habits and patterns. This system also allows us to minimise vehicle movements thereby reducing fuel usage. We ensure that our vehicles are driven and safely and legally by constantly measuring and monitoring the driving standard and behaviour of each driver. In doing this we can be confident that our drivers are not endangering themselves or the community in which we operate.
- We have invested in video conferencing facilities to reduce vehicle movements and carbon emissions.

A handwritten signature in black ink, appearing to read "Ian Fern".

Ian fern, CEO
January 2024