



# Corporate Social Responsibility Policy

## Policy Statement

Ashcourt is a socially and environmentally responsible business. Our activities have an impact on the environment, our people, who occupy our buildings and broader society.

We are accountable for ensuring we minimise that impact by approaching our business aims responsibly and by responding to the different concerns and demands from our stakeholders, while remaining profitable and competitive. This means conducting our activities according to rigorous ethical, professional, and legal standards.

In this way, Ashcourt continue to deliver high-quality investment, development, and construction that helps ensure a sustainably built environment for future generations.

In all aspects of our responsibilities, we work closely with our employees, clients, suppliers, and subcontractors. We strive to balance short-term and long-term interests as well as integrate economic, environmental and social considerations into our strategic decision-making. We are open-minded in dialogue with those who are affected by our operations and communicate with our stakeholders in a timely and effective manner. This statement provides the basis for managing our corporate social responsibilities and forms the starting point for developing and implementing our policies and procedures in this area.

We recognise the need to be able to attract, recruit and retrain employees with the potential, skills, and experience necessary for the continued growth and development of our business. The commitments to our people are embodied, within the following:

- Health, safety and wellbeing – health and safety is a key priority for our business. We are committed to maintaining and continuously improving standards of occupational health and safety for all our employees, subcontractors and those affected by our activities including members of the public.
- Equality and diversity – we are committed to providing an inclusive working environment where all employees are treated with courtesy, dignity and respect and where everyone feels valued irrespective of gender, ethnicity, sexual orientation, disability or age. We are committed to the principle of equal opportunities in employment and ensuring that no applicant or employee receives less favourable treatment.
- Learning and development – we are committed to creating a learning culture and providing opportunities to ensure that our people are equipped with the skills and knowledge to maximise business effectiveness. We will also support our people in realising their potential while contributing to the development of the business and the achievement of its objectives.

## **Our Customers: we strive to satisfy our customers**

We work in partnership with our customers to deliver quality projects on time, safely and with due regard to the environment. We will work with and support them in developing sustainable solutions to meet their needs.

## **Our Communities: we promote good community relations**

By its very nature, new construction, refurbishment, and management of buildings has an impact up on the local environment, the end users and the wider community. We take a proactive stance in ensuring that our work causes the minimum of disruption to our neighbours and their communities. We also aim to make a positive contribution by coming involved with community initiatives and schemes, thereby promoting, and enhancing good community relations. We realise the difficulties young people face in securing work and experience and so offer a number of placements and school visits every year to help people get the best start in working life.



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## **Environment: acknowledging our responsibility to future generations. We strive to improve our environmental performance**

We take all responsible steps to manage our operations to minimise our environmental impact and promote good environmental practice. We acknowledge our responsibility to the natural environment and strive to minimise any negative impact from our operations.

## **Energy and resource: we will improve efficiency**

Climate change is one of the key environmental challenges our business faces and we are committed to regularly reviewing our business practices and performance to identify how we can reduce our requirements for energy, transport and water usage. We will also promote good practice in respect of recycling and waste minimisation. Where possible we will use alternative methods to optimise the use of resources in collaboration with our clients and suppliers.

## **Innovation: we innovate to find balanced sustainable solutions**

Innovation is essential for the development of our business and for creating vibrant sustainable solutions in the built environment. We aim to stimulate sustainable solutions that balance economic, environmental, and social issues.

We believe that by acting upon these commitments we are creating value for our customers, employees, shareholders, and the broader society.