

CORPORATE SOCIAL RESPONSIBILITY AND SOCIAL VALUE POLICY

STATEMENT

Coulson Building Group, comprising Coulson Group Limited, Coulson & Son Limited and Coulson Joinery Limited, acknowledge that running our business has an effect on society. Therefore, we are committed to behaving responsibly, ethically, minimising our impact on the environment and improving the local community.

Good ethics are important to ensure that the Company meets not only its objectives in a fair and equitable manner but its wider social responsibilities externally. In addition, the Company is committed to ensuring high ethical standards within the workplace.

The Company supports the efforts of the ILO to promote social justice and internationally recognised human and labour rights. The Company prohibits the use of forced, convict, slave, involuntary and child labour by its supply chain.

The detailed policies governing how we work ethically are:

- Data Protection Policy Doc 029
- Anti-Fraud Corruption and Behaviour Policy Doc 028
- Anti-Bribery Policy Doc 204
- Equality and Diversity Policy Doc 025
- Environmental Policy Doc 024
- Respect, Bullying and Harassment Policy Doc 307

All of these policies are available from the Company Intranet and/or HR Manager.

In considering the environment, we are committed to:

- Reducing our carbon footprint, pro-rata to turnover, by 20% over 10 years.
- Considering the environmental impact of all our operations and take steps to minimise this impact.
- Ensuring that all our staff have a sound understanding of environmental issues relating to our business and provide appropriate training for those with specific responsibilities.

In considering our impact on the community, we are committed to delivering social value by:

- Donating to local charities and supporting their activities
- Employing and training local apprentices
- Offering work experience to local young people
- Assisting local colleges in their training initiatives

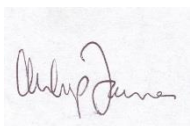
We are committed to being a responsible company and as such encourage employees to make suggestions as to how this policy could be improved.

POLICY PROCEDURES

In order to put this policy into practice Coulson Building Group will:

Bring this policy to the attention of all its employees.

Review this policy on a regular basis.



Philip James
Chairman