

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 International Labour Organisation 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
- Modern Slavery and Human Trafficking Policy Doc 353

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

In considering the environment, we are committed to:

- To become carbon neutral in our scope 1 & 2 operations by 2040
- 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
- Reducing our waste and of that we do produce, over 90% is recycled

We are delivering social value to the communities within which we work by, where possible:

- Employing local people
- Recruiting locally
- Recruiting the unemployed and those with disabilities
- We are a Living Wage Foundation employer
- Having in place an employee health surveillance programme
- Using locally based companies within our supply chain
- Providing apprenticeships and undergraduate training to local students
- Using local colleges and training providers
- Providing schools' work experience opportunities to local schools
- Providing pre-employment work placements for people to acquire new skills
- Visiting local schools and colleges to give talks on careers, safety and the like
- We support charities that provide support to local communities
- We will provide volunteers and/or other resources to support community projects related to our work
- We will measure our social value using the National TOMs.

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.

A handwritten signature in blue ink, appearing to read "Paul Glover", with a long horizontal flourish extending to the right.

Paul Glover
Managing Director