

# CORPORATE SOCIAL RESPONSIBILITY POLICY



Blackwood Plant Hire Ltd. (BPH) recognises that Corporate Social Responsibility (CSR) matters are of increasing importance to all staff and interested parties and are fundamental to the continued success of the organisation.

Compliance to this CSR Policy shall provide long-term benefits to employees, customers, partners and other stakeholders, and will focus on the eight key areas listed below:

- **Employees** - Respecting the values of employees, providing good conditions of work and equal opportunities, improving employee satisfaction and through training, developing their intellectual capacity for their greater benefit and quality of life.
- **Health and safety** - Embedded in all activities and processes for the provision of a safe working environment, wherever that may be.
- **Environmental impacts** - Managing business development activities in order to maximise on recycling opportunities and minimise the risk of pollution, waste and nuisance to neighbours.
- **Sustainable development** - Long term impacts arising from the communities that BPH interact with including; energy efficiency of buildings, transport, meeting social and economic needs.
- **Relationships with Customers** - Being responsive to customer needs and providing a quality assured service that intrinsically incorporates all relevant legislative considerations and industry standards.
- **Suppliers and Partners** - Treating suppliers fairly and driving CSR codes of practice throughout the goods and services supply chain.
- **Community involvement** - Charitable giving and engagement with local communities through funding, support and work experience programmes.
- **Ethos** - Encouraging high standards of professionalism throughout the company and promoting best practice in respect of ethical behaviour.

The Organisation's CSR shall be implemented and maintained through the following key policies:

- Quality Assurance Policy
- Equal Opportunities & Diversity Policy
- Recruitment Policy
- Ethical Policy
- Environmental Policy
- Health & Safety Policy
- Occupational Health Policy
- Sustainability Policy
- Anti-Bribery and Corruption Policy
- Work-safe Policy
- Anti-Slavery and Human Trafficking Policy

The Group are pleased to engage with all interested parties regarding CSR matters

Signed:

A handwritten signature in black ink, appearing to read 'P McCormack'.

P McCormack  
Managing Director

Dated: 01 March 2022