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**Corporate Social Responsibility Policy**

Corporate social responsibility (CSR for short) is the internationally regarded concept for **responsible corporate behaviour** – although it is not clearly defined. In a nutshell, CSR refers to the **moral and ethical obligations** of a company with regards to their **employees, the environment, their competitors, the economy** and a number of other areas of life that its business affects.

People are at the heart of our business. Our commitment to clients, our staff, suppliers and the communities in which we work is to operate the business in a manner that meets or exceeds the ethical, legal, commercial and public expectations and to seek to deliver sustainable benefits through the work that we do.

While doing this we aim to improve the quality of life of our staff and their families, the local community and society at large.

We are very proud of the many initiatives undertaken in the past by the company and its staff aimed at putting something back into the community we work in.

We commit to the following:

* Supporting employees to achieve a healthy work-life balance
* Equality, Diversity and inclusion in the workplace
* Payment of real living wage
* Supporting local charities and community groups
* Supporting the local communities in which we live and work
* Reducing our environmental impact
* Monitoring the benefit we provide to society

We recognise that we play an important role in our local communities and we aim to make the communities in which we operate better places. We encourage and empower our employees to get involved with their local communities and use their skills and where possible the Company’s resources to help create a mutual benefit.

We know that our work has an impact on the environment and that we have a duty to manage that impact in a responsible and ethical manner. We do this through identifying all significant environmental impacts and putting processes into place to prevent, reduce and mitigate them. This also makes good business sense.

We are committed to maintaining high standards amongst our suppliers. We oppose the exploitation of workers and we will not tolerate forced labour, or labour which involves physical, verbal or psychological harassment, or intimidation of any kind. We will not accept human trafficking or the exploitation of children and young people in our business and undertake all reasonable and practical steps to ensure that these standards are maintained.

We thank all our staff for the valued contribution they make, both to the company and to our local communities.

This Policy has been reviewed and accepted by:

Chris Stevenson

Managing Director

CS Utility Contractors Ltd.

Amended/Effective From: 16/06/25

Reviewed Annually (Next June 2026)

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