

# Corporate Social Responsibility Policy

Aarsleff Ground Engineering Ltd believe that a commitment to the principles of Corporate Social Responsibility (CSR) not only makes good business sense but also complements our core business strategy and corporate values. Our policy is based on the following principles and the key areas below:

- To minimise the impact and maximise the benefits that our work has on sustaining the world we live in.
- To integrate our CSR considerations into all our business decisions.
- To comply with, and where practicable exceed, all applicable legal and other compliance obligations.
- To review, annually as part of our strategic plans, aiming to continually improve our CSR performance.

## Corporate Governance

- We are committed to ensuring our business is conducted in all respects according to rigorous ethical, professional, legal and moral standards.
- We will continually train and develop our staff to ensure that stakeholders can have confidence in our decision making and management processes by the conduct and professionalism of our staff.
- All business relationships will be based upon our Core Values and # Step Into The Blue culture (#SITB) Trust, Life & Health, Responsibility
- We believe that a responsible approach to developing relationships between companies, communities both global and local is a vital part of delivering business success.
- In our business dealings with our customers, we will consider environmental, social, and economic issues.
- Our contracts will clearly set out the agreed terms and conditions, and the basis of our relationships.
- We will continue to review our policies and business practices to encourage engagement with all stakeholders.
- Feedback will be actively sought, reviewed and acted upon to ensure best practice and continuous improvement.

## Community

- 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.

## People

- We strive to ensure all employees enjoy their work and have opportunities to consistently progress their development.
- We continue to invest in our training, leadership development and apprenticeship programmes and actively look for ways in which we can promote and increase the equality, inclusion & diversity of our workforce.

## Sustainability

- We recognise that our work has an impact on the world we live in and that we have a duty to manage that impact in a responsible and ethical manner. To this end we have produced specific Sustainability & Environmental Policies.

## Responsible Trading

- 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.

The contents of this policy and all revisions which may be made will be brought to the notice of all employees.

This policy will form part of the Integrated Management System and be formally reviewed annually by Senior Management.

Signed on behalf of the Board of Directors :

Signed:



Kevin Hague - Managing Director, Aarsleff Ground Engineering Ltd

Date: January 2023



**AARSLEFF**