

We recognise that we must integrate our business values and operations to meet the expectations of our stakeholders. They include customers, employees, regulators, investors, suppliers, the community and the environment.

- We recognise that our social, economic and environmental responsibilities to these stakeholders are integral to our business. We aim to demonstrate these responsibilities through our actions and within our corporate policies.
- We take seriously all feedback that we receive from our stakeholders and, where possible, maintain open dialogue to ensure that we fulfil the requirements outlined within this policy.
- We will assist customers to maximise social, economic and environmental well-being of local communities in accordance with The Public Services (Social Value) Act 2012.
- We shall be open and honest in communicating our strategies, targets, performance and governance to our stakeholders in our continual commitment to sustainable development.
- The Managing Director is responsible for the implementation of this policy and will make the necessary resources available to realise our corporate responsibilities. The responsibility for our performance to this policy rests with all employees throughout the company.

Our partnership focus:

- We shall ensure a high level of business performance while minimising and effectively managing risk
- We will register and resolve customer complaints in accordance via our internal procedures
- We shall uphold the values of honesty, partnership and fairness in our relationships with stakeholders
- Our contracts will clearly set out the agreed terms, conditions and the basis of our relationship
- We will operate in a way that safeguards against unfair business practices
- We shall encourage suppliers and contractors to adopt responsible business policies and practices for mutual benefit, including compliance with the UN Global Compact (forbidding resources from oppressive regimes, use of child labour etc).

Employment & Skills:

- We shall operate an equal opportunities policy for all employees
- We shall provide safeguards to ensure that all workers are treated with respect and without sexual, physical or mental harassment
- Remove barriers to employment in the construction industry for underrepresented and disadvantaged groups
- Offer our workers clear and fair terms of service and provide resources to enable their continual development and skills for the future
- Maintain a clear and fair remuneration policy and shall maintain forums for worker consultation and business involvement
- Provide and strive to maintain, a clean, healthy and safe working environment



- Work with education and training providers, i.e. ARCA and NTDG to offer apprenticeships.
- Enable local people to obtain the skills needed to access employment and create employment opportunities within the communities that we work
- Offer employment opportunities to those who serve or who have served in our armed forces

Local Business & Economy:

- We shall provide support and work opportunities to micro, small and medium sized businesses, social enterprises and minority owned businesses assisting them to improve capability and grow sustainably
- Procure goods and services locally where possible

Community Engagement:

- We shall work with national charities, industry body and governmental initiatives to support employment opportunities and environmental regeneration to meet local needs
- Work with education and training providers, industry bodies and charities offer work experience opportunities
- Carry out volunteering activities that deliver benefits to local communities

Environment:

- We shall play our part to reduce air pollution, noise, vibration and nuisance with local communities to improve health
- Promote sustainable and ethical procurement
- Use resources effectively to reduce waste and maximise value

For and on behalf of Clifford Devlin Ltd

Ian O'Connor – HSQE Director

5th April 2024