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| <b>Prepared By:</b> | Derek Heddle | <b>Review Date:</b> | 01/06/22 |
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Heddle Construction Ltd recognises that the promotion of our corporate social responsibility across the company, our people and via our involvement in the communities, in which we are present, is key to our future strategy.

We are committed to continually improving our social and environmental performance, with the clear objective to ensure that our activities contribute to the sustainable development of the communities in which we operate.

Heddle Construction Ltd aims to be recognised as an organisation that is both transparent and ethical in its operations embedding CSR into its policies and practices to the benefit of staff as well as the wider community. It is committed to the following core principles in all aspects of its work and the fulfilment of its social responsibilities:

1. Heddle Construction Ltd's approach to sustainable construction and its commitment to reduce emissions. The company consciously monitors the impact that its activities have on the environment and will minimise any negative impact in a way that is safe, practical and economically viable to do so.
2. The company has a zero-waste policy and carefully monitors the use of natural resources and appropriate construction methods.
3. Heddle Construction Ltd is focussed on delivering a quality construction solution and reliable service and will undertake a programme of continuous improvement, staff training and development to ensure its personnel have the skills to do so
4. The company's activities and relationships will be undertaken with integrity in an ethical, honest and transparent manner.
5. Heddle Construction Ltd seeks to develop and maintain long term and successful relationships with its customers and supply chain partners founded on a bond of trust, respect, knowledge, delivery and service standards.
6. The health and safety of our people is of the highest priority and cannot be compromised. Our objective is to have a workplace free of incidents and injuries and our Health and Safety Policy is being constantly reviewed and adjusted where appropriate to achieve this aim.
7. The company will benchmark and monitor its CSR policy progress year on year against agreed objectives and targets. It will identify and report upon key performance indicators in support of those objectives.
8. Heddle Construction Ltd will comply with all current and relevant legislation and seek further opportunities to add value to its sustainability targets through constant improvement.

We regard the companies in our supply chain as our partners and we encourage them to adopt responsible business practices and practices for mutual benefit.

Signed   
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Director