



## Corporate Social Responsibility Policy

Pruce Newman Pipework Ltd (Pruce Newman) recognises that it must integrate its business values and operations to meet the expectations of its stakeholders. They include customers, employees, investors, suppliers, the community and the environment.

- Pruce Newman recognises that social, economic and environmental responsibilities to these stakeholders are integral to its business. It aims to demonstrate these responsibilities through actions and within corporate policies.
- Pruce Newman take seriously all feedback that received from stakeholders and, where possible, maintain open dialogue to ensure that we fulfil the requirements outlined within this policy.
- Pruce Newman are open and honest in communicating strategies, targets, performance and governance to stakeholders in 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 its corporate responsibilities. The responsibility for the performance of this policy rests with all employees throughout the organisation.

### Our partnership principles

Pruce Newman shall:

- ensure a high level of business performance while minimising and effectively managing risk ensuring that we uphold the values of honesty, partnership and fairness in its relationships with all stakeholders
- ensure that its contracts clearly set out the agreed terms, conditions and the basis of its relationship and will operate in a way that safeguards against unfair business practices
- promote the adoption of responsible business policies and practices with its suppliers and sub-contractors
- encourage dialogue with local communities for mutual benefit
- register and resolve customer complaints in accordance with its quality non-conformance reporting system
- support employees who help local community organisations and activities in its areas of operation, particularly employee chosen charities
- work with local schools, colleges and training organisations to assist young people in choosing their future careers and be an advocate for the Engineering Construction Industry
- operate an equal opportunities policy for all present and potential future employees and will offer employees clear and fair terms of employment and provide resources to enable their continual development
- maintain a clear and fair employee remuneration policy and shall maintain forums for employee consultation and business involvement
- provide safeguards to ensure that all employees of whatever nationality, colour, race or religious belief are treated with respect and without sexual, physical or mental harassment
- provide, and strive to maintain, a clean, healthy and safe working environment in line with Health and Safety legislation and safe systems of work
- develop Environmental aspects and impacts as part of the business planning cycle.

The policy will be continually reviewed, and revised as required to meet the changing needs of the Company, technical innovation and legislative developments.