

CORPORATE AND SOCIAL RESPONSIBILITY POLICY

Atlas Contractors Limited is aware of its responsibilities both to itself and to others, acknowledging how the Company may impact upon the communities and the environment in which it operates.

Our core values encapsulate our business philosophy. We conduct our business ethically, with integrity and with a true passion for the business, our employees and wider community. Trust, honesty and integrity are paramount to our organisation

In turn these core values are cascaded into our approach to Corporate & Social Responsibility, reflecting a commitment to encourage people to combine ambition with community objectives and environmental awareness.

The company supports Corporate Social Responsibility as follows:

- We always aim to conduct business in a socially responsible and ethical manner;
- The environment as well as the safety of people enjoys our highest priority;
- Our company fully supports the existence of human rights;
- We are keen to support and interact with the communities in which we work.

The company guarantees that all issues concerning Corporate Social Responsibility are reflected in our day-to-day business activities and administrative matters. Furthermore it is ensured that all issues regarding Corporate Social Responsibility are in line with the company's stakeholders' interests. The company commits itself to being recognised as an organisation understanding and protecting Corporate Social Responsibility, and believes that in doing so considerable value will be added.

This policy rests on the following:

Business Ethics and Transparency

The company is dedicated to maintaining high standards of integrity and corporate governance practices to enable us to deliver excellence in our operations, and to advance confidence in our systems.

The company will, through its directors and management, undertake its business in an honest and ethical manner.

The company identifies the importance of protecting all its assets, be it financial, physical, bodily, environmental or social.





Environmental Health & Safety

The company is dedicated to protect the health and safety of all people who come in to contact with our services, this includes employees, contractors and the general public. We will not compromise the health & safety of any person but will ensure a safe and healthy workplace. The company will strive to advance responsible environmental practices and continue to improve.

The company has dedicated senior management responsible for Health and Safety to ensure it operates in a healthy, safe and environmentally accountable manner. All the company's employees are responsible for helping to work make their workplaces safe.

The company regularly addresses the environmental risks by sourcing cleaning materials from responsible and sustainable operations and assessing the impact of material and energy usage throughout the business.

Human Rights

The company will work to promote, protect and respect human rights.

The company will not tolerate abuse of human rights neither will the company engage in any activity that encourages the abuse of human rights.

The company has absolute respect for human rights in all associations it encounters, building trust, and having respect for cultures, customs, individuals and groups.

Employee Relations

Whilst respecting the Laws of the United Kingdom, the company will exercise fair working practices.

The company has policies and procedures in place to ensure all employees are treated equally and fairly and consideration is given to their aspirations and achievements in the workplace. The company has promoted employees to management positions and provides a quarterly newsletter to involve employees in business news and events.

All people coming into contact with the company will be treated equally irrespective of race, colour, religion, gender, sexual orientation, physical disability, age or any other grounds that might be construed as grounds for discrimination, including harassment and intimidation

Community Investment

The company aims to develop beneficial relationships with communities and wherever the company operates, we will endeavor to provide employment and economic opportunities in the community especially for disadvantaged groups.



Brian

Brian Sweeting, Human Resources Manager

Atlas Contractors Limited

Dated: **January 2017**

Review Date: **January 2018**