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## CORPORATE SOCIAL RESPONSIBILITY POLICY

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It is the aim of MJL Groundworks & Civils Limited to achieve clear and definite standards of ethical behaviour throughout all areas of business. We recognise that we must integrate our business values and operations to meet the expectations of our stakeholders. They include customers, employees, investors, suppliers, the community and the environment.

### **Responsibility**

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 on this policy rests with all employees throughout the company.

### **Business Conduct**

As a business we focus on maintaining a strong and competent service, treating clients as mutual partners and working with sub-contractors, suppliers and our workforce fairly and ethically.

The MJL Groundworks & Civils Limited reputation dictates a high level of quality, robust management system and safe working environments.

It is our goal to safely complete all projects on time, within budget and to the required quality. Our contracts will clearly set out the agreed terms, conditions and the basis of our relationship and will operate in a way that safeguard against unfair business practices.

### **Supply Chain Management**

MJL Groundworks & Civils Limited only employ suppliers and sub-contractors whose ethics and values are aligned to that of our own. We will maintain strong working relationships and standards by consistently meeting agreed payment terms and evaluating services provided. We shall encourage suppliers and contractors to adopt responsible business policies and practices.

### **Client Satisfaction**

Through excellent planning, employing quality people, and a commitment to innovation and value we understand, meet and exceed the needs and expectations of our clients and stakeholders. A dedicated aftercare team will ensure all clients are supported at the time of practical completion and beyond.

## **Safety, Health and Environment**

We are committed to planning and executing all operations in a manner that safeguards the health, welfare and safety of all employees, supply chain, clients, the public and end users. This includes providing, and striving to maintain, a clean, healthy and safe working environment in line with our Health and Safety policy and risk assessments. MJL Groundworks & Civils Limited advocate a worker engagement approach to SHE. A change in safety culture through training results in every worker becoming responsible for SHE in the workplace. We will continue to reduce our RIDDOR annually and work at all levels of the business to guarantee safety is our highest priority and strive to become an 'injury free workplace'.

## **Environmental Impact**

MJL Groundworks & Civils Limited will continue to look at reducing the impact we have on the environment as a result of our operations. Through our policies, innovation and a proactive attitude to waste and energy reduction.

## **Sustainability**

MJL Groundworks & Civils Limited strive toward finding new opportunities to work with clients and specialists in the development of pioneering and sustainable design within its products it supply's.

## **Training and Development**

MJL Groundworks & Civils Limited recognise that people are our most valuable asset and their performance is the key to the quality of service we provide. Through investing in our recruitment, training and development of employees we will retain the best possible talent. We adopt best practice in HR and training and aim to be an employer of choice. We shall 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

## **Community Engagement**

We are fully committed to adding value to the communities within which we work. We shall work with local colleges to assist young people in choosing their future careers, being an advocate for our industry. We foster local business relationships through sourcing local labour, equipment and materials where possible and will continue to champion community engagement throughout the industry

## **Information and Training**

Advice or assistance on the implementation of this policy may be obtained from the Managing Director.

## **Monitoring of Compliance**

On a minimum annual frequency, the responsible person shall carry out a random sample to examine compliance with this policy.

## **Policy review**

This policy will be reviewed annually or such a time if an incident occurs to give reason for review

Signed:



Name: Matt Oxley

Position: Managing Director

Date of Policy: 12/04/24