

Social Responsibility Policy

Introduction

Our commitment to be a responsible business underpins our company values and business strategy. It enables us to be a company that people want to work for, partner with and welcome into their communities. To achieve these goals by:

- Investing and developing the skills and capabilities of our employees
- Valuing the diversity of our people
- Complying with all relevant employment and Health & Safety legislation and standards
- Placing safety at the heart of our business and customer objectives
- Forging deep and long term relationships with our customers
- Establishing a delivery model which seamlessly knits together design, procurement and construction

- Actively encouraging participation in community projects
- Supporting local businesses and the economies in which we work
- Operating in a way which does not affect the safety of the community
- Working in partnership with councils, planning authorities and regulatory bodies
- Respecting the diversity of communities in which we operate and being sensitive to local needs

- Participating fully in the Government's commitment towards sustainable development
- Complying with relevant environmental legislation and standards
- Encouraging the efficient use of resources and reduce emission of carbon dioxide wherever we can
- Seeking alternative solutions which encourage more sustainable construction and more efficient waste management techniques

- Providing safe and healthy working conditions for everyone working with us
- Working in partnership with our suppliers to ensure we are at the leading edge of construction techniques and products
- Seeking the views of suppliers and acting upon what we hear
- Engaging our suppliers in our standards and policies
- Managing our supply chain better to increase efficiencies, reduce waste and enhance profitability

Community Involvement

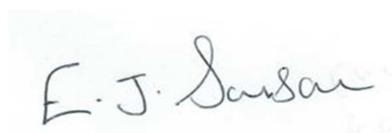
We aim to give back to the communities in which we work by:

- ✚ Working with local schools and groups to involve them in projects in their area. We work closely with a local high school and have taken the opportunity to engage with pupils whilst undertaking work on their school. This aims to supplement the pupil's learning, whilst connecting us to our customer by giving back to the community.
- ✚ The company endeavours to undertake charitable opportunities when possible and encourage our employees to take opportunities to help those less fortunate than themselves. We have undertaken charity/sponsored activities including tough mudder races to raise money for charity and are keen to continue this practice in our future work.

Where we work in the heart of communities we have a responsibility to act in a way that is considerate and takes into account the views and opinions of local residents. We also recognise the opportunity to enhance their facilities and surroundings, and contribute to the local economy through employment and other opportunities. We will:

- ✚ Treat local communities with respect and listen to their views and concerns
- ✚ Use resources, suppliers and materials from the local area if appropriate to do so.
- ✚ Support community initiatives that are consistent with our approach to sustainability and our core operations
- ✚ Be considerate in the way we operate our sites and be sympathetic to the local surroundings and environment
- ✚ Create strong links with the communities in which we operate

Signed for and on behalf of LA1 Construction Ltd:



Elliot Sansom

Managing Director



Sam Mayer

Managing Director

Date: 01/03/2021