

## Corporate Social Responsibility Policy Statement

01.12.2019

As an organisation committed to both our local and national regions, we take Corporate Social Responsibility (CSR) very seriously, and in accordance with the social and Governmental expectations.

The Manning Construction Board of Directors supports the principles set out in our company policies, and the aim of this policy statement is to translate that support into a common approach for Manning Construction Ltd.

This policy statement sets out Manning Construction's approach in respect of CSR and sustainability. We value the principles of accountability, honesty and integrity in all aspects of our business. To meet our CSR goals, we have set the following eight high-level objectives:

1. Fair treatment of all employees and stakeholders.
2. Commitment to full legal compliance in all that we do.
3. Transparency of our business policies and practices.
4. High standards in all matters relating to health, safety and the environment.
5. Ethical business practices throughout our operations.
6. Managing our business with complete integrity.
7. Providing a safe, fulfilling and rewarding career for all our employees.
8. We will continually benchmark and evaluate what we do in order to improve our CSR performance.

We recognise that the involvement of our employees is key to the future success of the business and we have for many years adopted a policy of keeping employees fully informed on all matters affecting them. We are committed to best practice in employment matters, recognising the role this plays in attracting and retaining staff.

To succeed in delivering the best possible service all employees, suppliers, visitors, contractors and other stakeholders working at or on behalf of Manning Construction Ltd share the responsibility at all times whilst carrying out their duties paying due regard to Manning Construction's policies, procedures and practices.

Our policy is available to all persons working on behalf of Manning Construction Ltd and will be made available to interested parties upon request. This Corporate Social Responsibility Policy Statement is also available on the Manning Construction Ltd website.



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**Mr. Stephen Euston**  
Managing Director