



Corporate Social Responsibility Policy **QM132**

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1. Introduction

Ascot Services UK Ltd is a socially and environmentally responsible business. We are a Multi Discipline Contractor who provides Construction and Facilities Solutions to both public and private sectors throughout the UK.

Our activities have an impact on the environment, our people, the communities in which we operate, our customers and supply chain, and broader society. We are accountable for ensuring we minimise that impact by approaching our business aims responsibly and by responding to the different concerns and demands of our stakeholders, whilst remaining profitable and competitive.

This means conducting our activities according to rigorous ethical, professional and legal standards.

In this way, Ascot Services continues to deliver high-quality investment, development, design, construction, operational and management services that help ensure a sustainable built environment for future generations.

In all aspects of our responsibilities, we work closely with our employees, clients, suppliers and subcontractors. We strive to balance short-term and long-term interests as well as integrate economic, environmental and social considerations into our strategic decision-making. We are open-minded in dialogue with those who are affected by our operations and communicate with our stakeholders in a timely and effective manner.

This statement provides the basis for managing our corporate social responsibilities and forms the starting point for developing and implementing our policies and procedures in this area.

2. Interested Parties

Treating our employees, customers, supply chain and communities with respect

2.1 Our Employees

We recognise the need to be able to attract, recruit and retain employees with the potential, skills and experience necessary for the continued growth and development of our business. The commitments to our people are embodied within the following:

Health and Safety – We acknowledge that the key to successful health & safety management requires an effective policy, organisation and arrangements, which reflect the commitment of senior management. To sustain that commitment we continually measure, monitor and revise, where necessary, an annual plan to ensure that health & safety standards are adequate.

Refer to our QHSE Policy “QM002” for further details.

Equality and diversity – We are committed to providing an inclusive working environment where all employees are treated with courtesy, dignity and respect and where everyone feels valued irrespective of gender, ethnicity, sexual orientation, disability or age. We will endeavour, through appropriate training, to ensure that employees making selection and recruitment decisions will not discriminate, whether consciously or unconsciously, in making these decisions.

Refer to our Equal Opportunities and Discrimination Policy “QM005” for further details.

Learning and development – We are committed to creating a learning culture and providing opportunities to ensure that our people are equipped with the skills and knowledge to maximise business effectiveness. We will also support our people in realising their potential while contributing to the development of the business and the achievement of its objectives.

2.2 Our Customers

We strive to satisfy our customers. We work in partnership with our customers to deliver quality projects on time, safely and with due regard to the environment. We will work with and support them in developing sustainable solutions to meet their needs.

2.3 Our Communities

We promote good community relations. By its very nature, refurbishment and management of buildings has an impact upon the local environment, the end users and the wider community. We take a proactive stance in ensuring that our work causes the minimum of disruption to our neighbours and their communities. We also aim to make a positive contribution by becoming involved with community initiatives and schemes, thereby promoting and enhancing good community relations.

3. Environment/Sustainability

Acknowledging our responsibility to future generations

3.1 Environment Management

We recognise the need for sustainable development, and that as an organisation, we have a part to play in taking action, to address the threat of climate change.

We are committed to being ethically responsible, conscious of our impact on the environment, both locally and globally and we continually aim to reduce the environmental effect of our activities.

To achieve this, we establish sound environmental management by:

- Meeting or improving upon relevant legislative, regulatory and environmental codes of practice.
- Committing to science-based targets for Scope 1 and 2 GHG emissions in line with our 2050 Net Zero ambition
- Measuring our success in reducing our carbon emissions through our Annually published *Carbon Reduction Plan* which outlines the approach we are taking to sustainability and reducing our impact on the world around us.
- Ensuring we maintain, develop and improve our **ISO14001** certified Environmental Management System, which is externally audited annually and
- Developing initiatives that target environmental improvements and monitor performance by regular review.
- Considering any environmental issues in the decision-making process.
- Developing a relationship with suppliers and contractors so that we all recognise our environmental responsibilities.
- Educating staff so that they carry out their activities in an environmentally responsible manner.

Refer to our QHSE Policy "QM002" and our Carbon Reduction Plan "QM638" for further details.

3.2 Energy and Resources

We provide for the effective use of resources by:

- Promoting waste minimisation by recycling or finding other uses of by-products whenever economically viable.
- Promoting the efficient use of resources, energy and fuel throughout the company's and our Clients operations.
- Promote Energy Management and Carbon Emission Reductions as a key service to our Clients

3.3 Co-operation

We co-operate with:

- Our Clients, Partners and Supply Chain, to ensure a collaborative approach to improving their sustainability and environmental performance

- The communities in which we operate.
- The government, regulatory bodies and other interested parties with the shared vision of being a good and trusted neighbour.

We believe that by acting upon these commitments we are creating value for our customers, employees, stakeholders and broader society.

4. Policy Review

This policy will be reviewed annually by Senior Management and where deemed necessary will be amended and re-issued. Previous versions of this policy are archived.

This policy is available to relevant interested parties, upon reasonable request.

Signed

A handwritten signature in black ink, appearing to read "Ashurst", written over a horizontal line.

Andrea Ashurst
Compliance Manager