

## POLICY STATEMENT

### Corporate Responsibility

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The Company (Amalgamated Construction Ltd and Giffen Group Ltd) is a construction and engineering contractor providing a range of specialist engineering services to the UK rail, energy, environment and essential infrastructure sectors.

This Policy statement outlines our commitment to being both an environmentally and socially responsible business and is supported by our other Policy statements relating to occupational health and safety, just culture, equality, inclusivity and diversity, environment performance, anti-bribery and corruption, modern slavery and data protection.

The Company shall, in implementing this Policy seek to strike a balance between economic security, social betterment and environmental stewardship.

#### People

Our People. We shall take positive action to ensure:

- The ongoing health, safety and wellbeing of our employees and others who come into contact with our operations;
- Our employees fully understand our purpose and our core (S.P.I.R.I.T) values and that of our Clients and are fully motivated towards their achievement;
- The creation of an open diverse, fair and inclusive organisation based on the foundations of individual respect, accessibility and opportunity for all;
- We fully engage with our employees to allow them to perform at their best, both now and in the future, through the identification and development of individual potential and the development of responsible behaviours;
- We support our employees in charitable fundraising and community benefit initiatives through our volunteering scheme;
- We pay, as a minimum, the real living wage to all our employees.

Our Communities. We shall:

- Identify our social impacts and take action to care for local communities engaging with them ahead of works to seek to avoid unreasonable nuisance or distress;
- Engage with the communities in the areas we work, in order to make a positive contribution to their environment;
- Respond to any complaints received in a timely and professional manner;
- Contribute to sustaining a thriving local economy through apprenticeships, local recruitment and local procurement.

Our Delivery Partners. We shall:

- Treat our delivery partners fairly and pay within agreed timescales;
- Work with our delivery partners in reducing risk and providing sustainable solutions for our Customers;
- Engage with small to medium sized enterprises to help them grow;
- Assess and manage the risk of modern slavery in our Supply Chain.

#### Planet

We shall:

- Use natural resources efficiently, source responsibly and aim to achieve zero waste to landfill;
- Understand, manage and measure our ecological and heritage impacts and seek opportunities to provide a positive impact;
- Play our part in reducing carbon emissions and helping our Client build infrastructure which is resilient to future climate change, through the solutions we design and the construction processes, plant and equipment we employ.

#### Profit

We shall:

- Conduct our business activities with Integrity, Professionalism and Respect.
- Develop strong relationships with our customers and strive to exceed their expectations;
- Listen to and collaborate with our customers and our supply chain to drive innovation and add value to the services we provide.

This Policy will be reviewed annually by the Board Directors for continued suitability.



**Andries Liebenberg**  
Managing Director