CORPORATE & SOCIAL RESPONSIBILITY POLICY (CSR)

Introduction

Corporate and Social Responsibility is defined as the integration of business operations and values, whereby the interests of all stakeholders, customers, employees, the community and the environment, are reflected in the company’s policies and actions. We believe that having strong CSR credentials will help us attract and retain the best people to our company.

CRL Contract’s Corporate & Social Responsibilities

CRL Contract’s takes it corporate responsibility very seriously and are committed to understanding, monitoring and managing our social, environmental and economic impact. This enables us to contribute to society’s wider goal of sustainable development, and we aim to demonstrate these responsibilities through our actions and within all of our policies and procedures.

We take careful steps to ensure that our policies are correctly formulated, and focus our CSR activities in the following areas:

- **Environment:**

  We recognise the importance of understanding the impact of our activities on the environment, and have taken big steps to prevent a negative impact by supporting environmental groups and regulations nationwide. We hold a long-term ISO 14001, after been independently assessed as being compliant with all requirements for the supply of construction services within the industrial, public and private sectors. We are Corporate Gold Members of the Essex Wildlife Trust and have committed ourselves to protect the wildlife heritage of Essex, and have offset our carbon dioxide emissions significantly through supporting projects around the world which reduce carbon emissions through the displacement of fossil fuels via Carbon Footprint. As CRL Contract’s has a waste management division, we also hold certification from the Environment Agency, certifying that we maintain under regulation 28 of the Waste (England and Wales) Regulations 2011.
- **Community:**

  CRL Contract’s is committed to making a sustainable positive impact on the communities in which we operate, and aim to support and fund any charitable organisations with similar beliefs. CRL sponsor a famous football team based in East London, Senrabs under 7’s and 8’s. The team has produced well-known international footballers over the years, with the likes of John Terry, Jermaine Defoe, Ledley King and Lee Bowyer playing for the club in their childhood. CRL also supports The Docklands Outreach Charity, an organisation set up with the aim to keep children off the street by the introduction of an under 18’s boxing club in East London.

- **Workplace:**

  CRL Contract’s ability to deliver quality, full-vetted operatives on our projects is dependent on a talented, engaged workforce behind the scenes. To this end, we are focused on making CRL Contact’s a place where our employees feel comfortable, have a clear understanding of the task at hand and most importantly, can further develop their skills and extend their knowledge of the industry. We strive to ensure that our entire company is conducted according to professional, ethical and legal standards, and to support this we have developed an Integrated Management System which seeks to define our morals and beliefs. This benefits our entire workforce as every individual is employed under the same morals and beliefs, meaning all present and future employees have equal opportunities in terms of continual development and pay.

- **Charity:**

  CRL have donated generously to a number of different sponsored events in the past, and none more so than the London Marathon. We sponsored Debbie Grainger a few years ago who ran on behalf of Kids for Leukaemia, and this year we are sponsoring Daniel Tarrant who’s running for Cancer Research UK. Debbie Grainger, an ex-employee of CRL Contract’s, has done a number of charitable events that CRL have fully supported, helping fund a walk of theNamibia Desert with Capital FM and a walk of McKenzie Farmland in New Zealand, both of which raised impressive charitable donations. We also helped Debbie with several ‘curry nights’ set up to help save the Brompton Hospital and with numerous other events as part of the St Francis Hospital Appeal. CRL have also made donations to the South Eastern Vintage & Classic Vehicle Club (SEVCVC) towards their event in summer 2013 in Southend-on-Sea. SEVCVC is a long running vintage car event that participate in a lot of charity work with the Crossroads Care charity, so CRL Contracts are very proud to help them raise money for charity. We organised a charity boxing night where John H Stracey and Steve Collins were our guest speakers; we donated £893 to “The Friends of Edithborthwick”. A charity for disabled and autistic children.
We are committed to:

- Continuous improvement in our Corporate and Social Responsibility (CSR) programme
- Encouraging our business partners and supply chain to strive for matching performance
- Acting in a socially responsible way
- Supporting human rights
- Acting in a honest and trustworthy way
- Continually improving our performance and meeting all relevant legislation
- Support and interact with the communities in which we work in
- Encouraging our staff to be mindful of the effect of their actions on any natural resource
- We actively encourage the use of sustainable practices within the work place
- Engage with our customers to understand their needs and expectations, such as carrying out client satisfaction surveys
- Providing our staff with learning and development opportunities

Human Rights

CRL will work never engage in any activity that encourages the abuse of human rights. We will support and respect the protection of intentionally proclaimed human rights.

CRL respects and supports the following:

- It will not use forced or compulsory labour
- The right to equal opportunity and non-discriminatory treatment
- The right to security of person
- The freedom of association and right to collective bargaining
- It will provide a safe and healthy workplace
- It will pay workers a fair wage
- It will not pay bribes
- It will ensure that the company’s services and products are not used to abuse human rights

Mr Steven Payne

Managing Director 01/01/14