

CSR POLICY STATEMENT

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Coleman Construction and Utilities Ltd. recognize that our actions as an organization affect many people and places. For this reason, we take our corporate social responsibility very seriously. We believe our obligation goes well beyond legislative compliance, to a moral obligation to act responsibly in our daily business.

Our goal is to make a positive impact on our employees, customers and communities and to lead through responsible management and applying socially and environmentally responsible practices in all we do.

Coleman Construction and Utilities Ltd. genuinely strives to put its vision and values into practice in everything it does and aims to demonstrate that it is living up to these ideals from Top Management through to all ranks of the business. The Directors at Coleman Construction and Utilities Ltd. endorse their Corporate and Social Responsibility Policy and pledge their personal commitment to managing all business functions in an ethical manner. The policy recognises the company's key stakeholders, employees, clients, suppliers, the wider community and the environment.

The Policy that Coleman Construction and Utilities Ltd. is committed to, through its visions and values is:

- To practice a responsible approach to the environment and also contribute positively to the local and wider community through charitable donations and supporting fund raising events.
- To the adoption of policies, which promote the cost-effective and prudent use of natural resources.
- To protect the public's interest in relation to environmental impacts and to take our workforce into consideration when selecting new products for use within our business activities.
- To consider the sustainability of equipment and the effect it's use has on the environment, to help to contribute to a better quality of life for everyone, now and for generations to come.
- To set itself realistic targets to reduce any potentially negative environmental impacts and to continue to incorporate such considerations in its strategic and operational decision making
- To work with its suppliers and distributors to promote ethical and social responsibility.

Suppliers and Sub Contractors

Coleman Construction and Utilities Ltd. has given a commitment to act ethically and equitably at all times in the relations with its business partners. We are committed to developing long-term partnerships with suppliers that share our view on corporate social responsibility. We operate a rigorous vetting procedure for our supply chain to show exactly what we expect:

- We expect all our suppliers to work in line with all the industry relevant regulations and legal requirements.
- We also expect them to operate ethically, to maintain high standards of corporate conduct, to respect the welfare and wellbeing of their employees and to respect the environment and communities in which they operate.

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- We provide clear lines of communication with suppliers and actively seek feedback from them on our own behaviour and conduct.
- We respect the confidentiality of information provided by our suppliers. We don't share this with third parties without specific approval to do so, and we always respect our suppliers' intellectual property, only using it how and where permitted.
- We expect all suppliers who are visiting or working on our sites to apply safe working practices and consider the safety of their own employees, colleagues and customers.

Commitment to Our Employee's

We believe our employees play a huge role in achieving our company goals. Coleman Construction and Utilities Ltd.'s promise of respect for each individual employee is demonstrated by providing a healthy and safe work environment across all our contracts. We conduct ongoing safety training, combined with regular onsite reviews of working conditions to ensure we are meeting and exceeding all legislation requirements. Our commitment to our employees is supported through our training resources and personal development support.


Coleman Construction and Utilities Ltd. already has an excellent reputation and record for its adoption and development of best practice in relations with its employees and is committed to ensuring its employee benefits package is in line with market conditions, sustainable by business performance. Following a detailed review of cleaning skill requirements, Coleman Construction and Utilities Ltd. produced our own in-house training workshops. The workshops reflect the industry recommended best practice and can be tailored to our client's individual needs.

The way we do things

Aim for the highest possible standards by providing a helpful, friendly and sufficient service to all our clients.

- Treat all clients and colleagues with equality, dignity and respect
- Challenge the status quo and constantly suggest and act on ideas for improvement
- Lead by example, work with a sense of purpose and motivation
- Take an active role in developing our business and the people involved in the business
- Be aware of our values and act in an open, honest and socially responsible manner
- Review regularly individual working style and performance and reward accordingly

Coleman Construction and Utilities Ltd. recognise that all businesses must understand and therefore measure the social performance as well as the financial performance. Coleman Construction and Utilities Ltd. will act in a socially responsible way which benefits all those integrally involved in the way they do business.

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This policy Statement will be briefed to all employees at induction and shall be formally reviewed annually to ensure its continued relevance and adequacy.