



## Corporate & Social Responsibility Policy

We believe that a commitment to the principles of corporate social responsibility (CSR) not only makes good business sense but also complements our core business strategy and corporate values. Our policy is based on the following principles:

- To minimise the impact and maximise the benefits that our work has on the environment and people around us.
- To integrate our CSR considerations into all our business decisions.
- To comply with, and exceed where practicable, all applicable legislation, regulations and codes of practice.
- To review, annually report, and to continually strive to improve our CSR performance.

In developing our strategy and setting out our policy for the first time we aim to deliver gradual but continuous improvements in our performance every year. As a result, our approach continues to evolve as we learn lessons along the way. To help define our policy we have divided it into four key areas:

### **Community - helping to keep buildings safe and the surrounding areas a nice place to live**

We recognise that we play a role in our local communities and we aim to make the communities in which we operate better places. We encourage and empower our employees to get involved with their local communities and use their skills and where possible the Company's resources to help create a mutual benefit by transforming buildings for everyone to enjoy.

### **People - finding, supporting and developing great people throughout their Nueco Group Limited journey**

We strive to ensure all colleagues enjoy their work and have opportunities to consistently impress our clients through their expertise and ability to deliver. As such, we continue to invest in our training and development programmes and actively look for ways in which we can promote and increase the diversity of our workforce.

### **Environmental Management - managing our impact on the environment in a responsible and ethical manner**

We know that our work has an impact on the environment and that we have a duty to manage that impact in a responsible and ethical manner. We do this through identifying all significant environmental impacts and putting processes into place to prevent, reduce and mitigate them. This also makes good business sense.

### **Responsible Trading - Building and maintaining the highest standards amongst our suppliers**

We are committed to maintaining high standards amongst our suppliers. We oppose the exploitation of workers and we will not tolerate forced labour, or labour which involves physical, verbal or psychological harassment, or intimidation of any kind. We will not accept human trafficking or the exploitation of children and young people in our business and undertake all reasonable and practical steps to ensure that these standards are maintained.



“All our company policies are reviewed quarterly to ensure that Nueco Group Limited remains knowledgeable, learned and abreast with the latest industry legislation. We employ highly trained professionals and outsource consultancy where applicable to ensure the highest standard of consultation is received. I personally communicate each policy to all of our members to ensure anyone representing Nueco Group Limited are well briefed, attentive and working safely.”

*Tom Gibbons*

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Managing Director

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