



CORPORATE RESPONSIBILITY

HESQ POLICY STATEMENT 013

CORPORATE RESPONSIBILITY

The HE Simm Board sets policy on corporate responsibility. Our Managing Director is the Board Member responsible for corporate responsibility and for the Company’s performance. A common management structure governs quality, safety, health and environment.

Corporate Responsibility policies in relation to business conduct are established to manage health, environment safety and quality. They are reviewed regularly and updated to reflect changes to legislation, emerging good practice and business needs.

HE Simm recognises that, as a business, its activities impact upon the environment, stakeholders in general and all other members of the public sphere. We are committed to conducting our business in an ethical and sustainable manner, dealing fairly, openly and honestly with our employees, clients and the wider community.

It is our aim to ensure that our impact is a positive and beneficial one, by not only eliminating those practices that harm or have the potential to harm the environment, our clients, employees, local communities, stakeholders in general and all other members of the public sphere, but to actively put in place corporate arrangements to improve the environment, the lives and living conditions of our neighbours. This will be done through the design of our working projects, the proposal and support of local initiatives, addressing social and community issues relevant to our sphere of influence and to responsibly source our material and labour, using local resources where practicable.

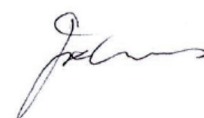
To achieve the foregoing we shall proactively:

- | Adhere to the principles and guidance given in relevant statute and ISO 26000 (Social Responsibility).
- | Actively encourage safe working practices so that the health, safety and welfare of all our employees and others that may be affected by our operations, is assured.
- | Actively engage with, inform and consult with our employees and other stakeholders, on issues that may impact upon the quality of their lives and eco-systems, take cognisance of their views and feed-back the actions taken
- | Promote diversity within the workplace, and encourage growth.

- | Promote the ‘public interest’ by actively encouraging community growth and development.
- | Include within the decision making process, social and public interest.
- | Include within the decision making process, environmental interests including the ethical procurement of material from sustainable sources, and to actively promote Global Sustainable Resource Development.
- | To ensure where possible all materials are sourced via ethical means and have a sustainable life cycle
- | To commit to better working conditions paying particular attention to more vulnerable groups such as young workers.
- | Carry out training in all aspects of Corporate Responsibility including legislation and compliance, client confidence and business benefits, risk management, sustainable development, applied ethics and social awareness.
- | As and when possible source local labour to encourage the growth of the local economy.
- | Appoint Senior Management Representatives within the business to ‘Champion’ Social Responsibility.
- | Our goal is the continuous improvement of the ‘triple bottom line’: People – Planet – Profit.




GARETH SIMM
Managing Director



JOE CARNEY
HR Director

Expires December 2022