



**The HE Simm Group Leadership Executive Team (GELT) sets policy on corporate responsibility. Our chief executive officer (CEO) is the board member responsible for corporate responsibility and for the company's performance. A common management structure governs quality, safety, health and environment.**

It is our aim to ensure that our impact is a positive and beneficial one, not only by eliminating practices that harm or have the potential to harm the environment, our clients, colleagues, local communities, stakeholders in general and all other members of the public sphere, but also by actively putting in place corporate arrangements to improve the environment and 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 responsibly sourcing our material and labour using local resources where practicable.

To achieve the aims of this policy we 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 provide feedback on the actions taken
- | promote diversity within the workplace and encourage growth where we can
- | promote the 'public interest' by actively encouraging community growth and development
- | include social and public interest within the decision-making process
- | include environmental interests within the decision-making process, including the ethical procurement of material from sustainable sources, and actively
- | promote global sustainable resource development

- | ensure where possible all materials are sourced via ethical means and have a sustainable lifecycle
- | commit to better working conditions, paying 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  
Chief Executive Officer  
(CEO)

VICTORIA SIMM  
HR Director

01 AUGUST 2024  
(expires 31 JULY 2025)