






Document Name	<b>Corporate Social Responsibility Policy &amp; Procedure</b>	Doc No	<b>POL019</b>
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Target Audience	All Ashfield Group Employees		
Related Policies & Documents	All Company Policies and Procedures		
References	All Company Policies and Procedures		
Equal Opportunities Statement	The Company are committed to equal opportunities in employment and service delivery. The policies and practises of the company aim to promote an environment that is free from all forms of unlawful or unfair discrimination and values the diversity of all people.		
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1	00	Created Policy	Dec 2018		
1	01	Updated with new Co Logo and contact details	May 2022		

## Review History

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## **Our Social Purpose**

Ashfield Group's social purpose is to minimise the impact that our construction activities have on society and to create positive influences for the physical and psychological wellbeing of the people who live in and interact with our projects.

## **Our Approach And Strategy**

Corporate Social Responsibility (CSR) is a strategic priority for Ashfield, and it is included in our strategy. Our strategy outlines our CSR priorities and what we are committed to achieving. For Ashfield, this means continuing to serve our customers in a responsible manner at every stage of our relationship and acting dutifully and with integrity with all who we work with. It is only through doing this that we can deliver our mission.

## **Our Mission**

To be the leading non-standard building contractor in our chosen markets, acting responsibly in all our relationships and playing a positive role in the communities we serve.

## **Our CSR Strategy Involves**

Operating our core business of principal building contractor to our customers in a responsible and sustainable manner.

## **Our Strategic Objectives**

- Growing a high-return business in a competitive marketplace.
- Generating high shareholder returns.
- Maintaining a secure funding and capital structure.
- Acting responsibly and with integrity in all we do.

## **Our CSR Commitments**

- Be transparent in how we do business.
- Treat our customers responsibly throughout their journey with us.
- Create a working environment that is safe, inclusive, and meritocratic.
- Treat our suppliers fairly.
- Support our communities.
- Minimise the environmental impacts of our business.

## **Doing Business Transparently**

Our commitments to transparency include being open and clear about all our products and services and the terms and conditions that underpin them. It also extends beyond this, to other relevant aspects of how we operate, which includes management of risk, payment of taxes and the prevention of corruption and money laundering.

Transparency is embedded into our corporate culture and how we are governed. It is also essential to the way we engage with our stakeholders and has a positive impact on employee engagement and productivity, customer loyalty and our reputation.

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### **Transparency On Tax**

Paying tax is a key part of how our business contributes to society. We are committed to ensuring that we pay the tax we are legally required to pay, complying with all tax rules and regulations, and safeguarding our reputation as a responsible taxpayer. However, we recognise that we also have a responsibility to protect shareholder value by controlling and managing our tax liabilities.

### **Our Core Business**

Our core business is to provide principal builder contracting services to our customers – that is to architects, project managers, interior designers, all the way down to the end customer which can include universities, public and private corporations as well as high net worth individuals – with opportunities to work with a sensible, transparent, responsible, and sustainable partner. This is our social purpose. To do this, it is essential that we provide our customers with appropriate amounts of communication and professional building expertise, close contact with them throughout the term of our agreement and support them sympathetically if they experience difficulties.

### **Creating An Inclusive Workplace**

We are committed to attracting the best people so that we can continue to grow and be successful. We do this by providing all our employees with a safe, inclusive, and meritocratic working environment. We give them opportunities to develop their skills, helping them to meet both their career and personal goals. The people we employ are significant team members to us. Every one of them contributes to our performance. Partly through their diversity, they drive the development of our company through the delivery of better products and services to suit the varied needs of our customers.

### **Treating Our Suppliers Fairly**

Compared to other businesses from other sectors, our supply chain is relatively straightforward. Most of our tier one suppliers are based in the UK and Ireland. Despite this, our approach to CSR means that treating our suppliers fairly and using our purchasing power carefully.

In 2015-2017, our spend on products and services was approximately £5 million. This expenditure can provide us with the purchasing power to choose more sustainable products and services, or to set an expectation of our suppliers that motivate them to demonstrate and implement values that make them a more responsible business.

Our corporate policy on procurement states that the processes of our business, “... must involve consideration of the corporate responsibility practices of the supplier to ensure that there are no conflicts with our company culture, relevant policies and our core values.” This is supported by the corporate equality and diversity policy which states that, “all fundamental human rights should be respected and, in the conduct of our business, should be guided by the provisions of the United Nations Universal Declaration of Human Rights (UNUDHR) and the International Labour Organisation core standards.”

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## Supporting Our Communities

Ashfield's social purpose is to minimise the impact that our construction activities have on society and to create positive influences for the physical and psychological wellbeing of the people who live in and interact with our projects. To do this, we work tirelessly to deliver products and services to our customers in a responsible way. However, we also recognise we have a duty to invest in the communities that we serve and address the issues that are relevant to their needs.

We have created the Ashfield Group Foundation (AGF), through which we have developed several programs aimed at supporting not just the communities we serve, but the industry in which we operate. Through the AGF we invest 1% of profit after tax to our employees and their families in programs developed to help build family values.

Our foundation has also developed relationships with universities, local authority, and school partners through which we are creating intern and apprenticeship programs, the Department Work Pension and Job Centres and other SME contractors aimed at building the next generation of Ashfield building talent today. The vision of our foundation is to provide a platform/space/home/with the focus to attract, develop and nurture young people and individuals to build a career in the construction industry.

## Minimising Our Environmental Impacts

We remain committed to doing business in a way that minimises our environmental impact. Whether it is reducing our direct impacts through our office energy consumption, or our indirect impact within our supply chains, we work to manage our day-to-day business operations as efficiently and responsibly as possible. We recognise the importance of acting on climate change, so we have set up number of emissions reduction initiatives across our company, which are outlined below.

### Transport –

Have no less than 50% of the fleet of vehicles as plug-in/hybrid electric vehicles by 2024.

### Waste –

Review the waste management arrangements across our job sites to identify opportunities to minimise the waste sent to landfill.

### Environmental Stewardship –

Ensure that our company develops a robust environmental management system (EMS) at our head office in Wetherby and gains certification to the international standard ISO 14001:2015 by year end of 2024.

## Feedback

Your feedback is important to us.

If you have any questions or comments about Ashfield and our corporate responsibility, please do not hesitate to contact us at [info@ashfieldgroup.co.uk](mailto:info@ashfieldgroup.co.uk) and we will be happy to respond.

You can also telephone us on +44(0)113 323 9656 or write to our Directors at:

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