



CORPORATE RESPONSIBILITY STATEMENT

We, the Directors are committed to conducting our business in an ethical way taking into account our impact economically, socially and environmentally on key stakeholders (employees, clients and supply chain) and on the communities in which we operate.

The Company has worked hard to build and maintain a business to benefit employees, our customers and the wider communities we work within. Our basic principles are honesty, trust and integrity with respect for the human rights and interests of our employees. We aim to encourage social, environmental and ethical responsibilities in our employees and supply chain while improving business performance and client focus.

This commitment can be demonstrated under the following headings:

Health & Safety Management

We are committed to protecting our employees from occupational ill health risks and to reducing accidents in the workplace. Our activities will be carried out with due regard to protecting the health of and preventing injury to all our employees and those with whom we come into contact including contractors' employees, self-employed persons and the general public.

Environmental Responsibility

We recognise that we have an Environmental Responsibility and that we must balance this with the commercial interests of the business.

We are committed to conducting all our activities with due regard to the environment we work in. We strive to continually improve our environmental performance to minimise any adverse impacts of our activities on the natural and built environment. This includes the control of pollution, management of waste, energy and water efficiency and the protection of biodiversity.

Sustainability

At SDC we support the view that sustainable development should meet the needs of the present without compromising the ability of future generations to meet their own needs. We are therefore committed to continually improve the integration of sustainability into our working environment and business processes. Our aim is to play a proactive role in contributing to achieving sustainability where we have influence.

We have established environmental processes across all respective work streams and continue to work on implementing these across the business and supply chain. We recognise the importance of working together with our clients and suppliers on sustainability issues.

Procurement & Supply Chain

We understand the importance of our supply chain and undertake our procurement in an ethical manner. We seek to build relationships with our supply chain and support local companies.

Employees

All employees, whether part-time, full-time or temporary, will be treated fairly and with respect. Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability. Our aim is that our workforce will be truly representative of all sections of society and each employee feels respected and able to give of their best.

We fully support the training and development of our employees. The continuous improvement of the Company's performance requires the continuous development of all employees and our supply chain.

We will provide our employees with safe and healthy working conditions and practices. Every employee and everyone working for the Company has the right to stop work if they believe their safety is being compromised.



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Community

We acknowledge the effect that our activities may have on local communities and seek to make a positive social contribution to those communities in which we operate and to minimise the negative impacts.

Customers

We are committed to providing a professional service to our customers and have management systems to ensure that we deliver on our promises.

This policy will be communicated to all employees and all persons working under our control with a copy published on the company website. It will be reviewed annually and amended accordingly to ensure that its aims remain current.

Signed:

Francis Shiner
Managing Director

Signed:

Adam Knaggs
Deputy Managing Director

Signed:

Martin Lowndes
Finance Director

Signed:

Gary Wykes
Director

Signed:

Dan Changer
Director

Signed:

Andrew Shiner
Director

Signed:

Carl Bennett
Director

Signed:

Andrew Mitchell
Director

Date: **September 2020**

Next Review Date: **September 2021**