PCF CONSTRUCTION

CORPORATE SOCIAL RESPONSIBILITY POLICY

Our organisation recognises that it operates in a community, society and world in which we all share. We are committed to continually improving our operations and performance, to minimise our negative impacts and maximise our positive effects on the communities we interact with. We believe that our corporate social responsibility policy plays a vital role in the success of our operations. To this end we shall:

- Comply with all relevant national laws and international agreements applicable to the countries in which we operate.
- Engage with our stakeholders, listen to their concerns and strive to eliminate or mitigate our negative impacts.
- Treat the workforce with respect, upholding labour rights and actively supporting human rights throughout our supply chain.
- Minimise risk to our workforce, those who use our products, and the communities who may be affected by our operations.
- Drive ethical trading principles throughout our organisation and supply chain.
- Challenge bribery and corruption.
- Develop the life cycle of our products and services to minimise their impact on the environment and support sustainable sources of materials.
- Support the communities in which we operate.

We have developed a corporate social responsibility strategy to embed these principles into our organisation, and have a management framework implemented to monitor, audit and review our progress, to drive change and challenge convention.

This policy will be communicated to our stakeholders and will be a requirement of our staff and those who work on our behalf.

Signed: S. J. Avery ..... Date: 29/04/26

Steve Avery
Director