

Introduction

As a growing power utilities contractor, Corporate Social responsibility is important to us. Power Grid Civils are committed to ethical and sustainable business practices. We believe that a responsible attitude towards CSR will result in adding value to the company itself, and ensure we operate in a sustainable way.

Corporate Social Responsibility matters to us because wider societal issues matter to people. In 'doing the right thing' by our clients/ employees and sharing the same values, we will see benefits from brand enhancement and reputation, to building employee engagement. It therefore makes good business sense to operate sustainably and responsibly.

Our approach to Corporate Social Responsibilities falls into the following areas:

- Legal conformance- adherence to every aspect of legislation in the jurisdictions in which the company operates and exceeding legislative requirements where possible.
- Corporate governance- achieving the highest standards of corporate governance and ethical business conduct. We will endeavour to hold a long-term view, clearly understand our business model and have the strength and independence to challenge the business.
- Economic- emphasising sustainable profitability in order to continue to operate on a long-term basis. All financial transactions will meet legal requirements as well as our 'Anti-Corruption & Bribery' and 'Tax Evasion' Policies.
- Environment- assessing and managing the environmental impacts of the Company's operations. It also involves developing our environmental standards towards, and where possible to exceed industry best practice and Environmental legislation.
- Health and Safety- in accordance with our Think Smart system, we strive to manage our activities in a safe manner and to protect the health of employees, contractors and others who may be affected by our undertakings.
- Social- seeking to encourage social inclusion and acceptance in the communities in which the company undertakes activities and to operate in an ethical manner in all aspects of our business activities.
- Procurement- we will seek out the most beneficial procurement route for the life of our projects. We will ensure that our suppliers and sub-contractors are only selected following addition onto our approved suppliers/ sub-contractors list. They must meet predefined Safety, Financial, Environmental and Quality standards prior to approval being afforded.

This policy will be reviewed periodically, following a grievance report, an incident relating to the policy or when regulations stipulate.

Signed: 

Lisa Colton (Managing Director)

Date: 4/4/22