

# Corporate Social Responsibility Policy

Ivor King (Civil Engineering Contractors) Ltd

## Overview

Ivor King (Civil Engineering Contractors) Ltd is committed to conducting its business in a socially responsible, ethical, and sustainable manner. This policy defines our approach to Corporate Social Responsibility (CSR) and aligns with the principles of ISO 9001 (Quality), ISO 14001 (Environmental) and ISO 45001 (Occupational Health & Safety). We integrate CSR into our business strategy, decision-making and daily operations.

## Scope

This policy applies to all employees, Directors and senior management, contractors, suppliers/business partners and all operational activities undertaken by Ivor King (Civil Engineering Contractors) Ltd.

## Principles & Commitments

We are committed to operating ethically and with integrity, complying with all applicable legal and regulatory requirements, protecting the environment and preventing pollution, supporting our workforce and local communities and driving continual improvement through measurable objectives.

## Roles & Responsibilities

**Senior Management** – Provide leadership and ensure integration of CSR into business strategy, set measurable objectives/review performance and ensure resources are available to meet commitments.

**All Employees** – Comply with the policy and company procedures, and contribute to CSR objectives and report concerns.

**Suppliers & Contractors** – Adhere to our ethical, environmental and safety standards, and participate in supplier evaluation and monitoring processes.

## Environmental Responsibility

We are committed to minimising environmental impact and promoting sustainability by:

- Reducing waste generation and increasing recycling rates.
- Preventing pollution and protecting biodiversity.
- Managing hazardous substances responsibly.
- Improving energy efficiency and reducing carbon emissions.
- Promoting sustainable material use in all activities.

## Health, Safety & Wellbeing

We prioritise the health, safety and wellbeing of all employees and stakeholders by:

- Providing safe working conditions and preventing injury/ill health.
- Complying with all health and safety legislation
- Promoting a positive safety culture.
- Supporting employee wellbeing and mental health.
- Our commitment is zero harm philosophy and continuous improvement in safety performance metrics.

## Ethical Procurement & Supply Chain

We require all suppliers and partners to: operate legally and ethically, provide safe and fair working conditions, minimise environmental impact and comply with human rights standards. Supplier performance is monitored through approval processes and periodic reviews. We reserve the right to terminate relationships where standards are not met.

## Employees & Workplace

We are committed to:

- Equality, diversity, and inclusion.
- Fair and respectful treatment of all employees.
- Training and professional development.
- Employee engagement and consultation.

We foster a culture of openness, collaboration, and continuous improvement.

## Community Engagement

We aim to make a positive contribution to the communities in which we operate by: supporting local charities and social initiatives, engaging with local stakeholders and promoting local employment and skills development.

## Continuous Improvement

CSR is an ongoing journey. We are committed to reviewing and improving our practices to align with emerging social, environmental, and ethical standards.

## Compliance Obligations

We will comply with all applicable laws, regulations, and industry standards, maintain awareness of regulatory changes, integrate compliance into our management systems.

## Monitoring, Measurement and Reporting

To ensure effectiveness, we will:

- Set measurable CSR objectives and KPIs.
- Monitor performance through internal audits and reviews.
- Report outcomes to senior management.
- Take corrective actions where required.

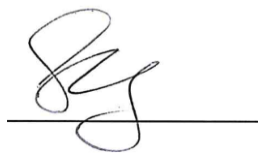
CSR performance will be reviewed at least annually as part of the management review processes.

## Continuous Improvement

We are committed to continual improvement by: regularly reviewing this policy, updating objectives based on performance and risk, learning from audits, incidents and stakeholder feedback.

## Policy Review

This policy will be reviewed annually, or sooner if required, to ensure it remains relevant, effective, and aligned with ISO standards and business objectives.



Simon King  
CEO

22-05-26

Change Tracker			
Date	Reason	Change	Who
10/01/2025	new	NONE	DJS
01/04/2025	review	Name change S King	DJS
22-05-26	Review	Updated to align with ISO standards	LTL