



CORPORATE RESPONSIBILTY POLICY

LF Solutions Ltd is committed to corporate responsibility and understands that this covers all aspects of business activities and performance.

Our objectives are to maintain and grow the financial performance of the company through the provision of quality services so to achieve customer and regulatory requirements and to customer satisfaction, to prevent injury and ill health to individuals, to ensure environment protection and the prevention of pollution, to achieve all our compliance obligations, to be an employer of choice, and to maintain the good reputation of ourselves and business partners we endeavour to follow the UK Corporate Governance Code:

We recognise our corporate responsibility to all parties that have an interest in our organisation:

- We ensure **fair pay and conditions** for our workforce;
- We ensure **non-exploitation** of workforce, contractors or suppliers, either regards cost or expectations including working hours and deliverables. We assure as far as is reasonably practicable to purchase from reputable suppliers so to avoid exploitation of people including for child and modern slavery.
- We **recruit locally and ensure diversity and equal opportunities** in the workforce;
- We ensure that our workforce have the required **skills, knowledge, attributes, training and experience** (aka SKATE) to fulfil their role to the best of their ability;
- **We are committed to the upskilling and development of our workforce.** We will provide the required training, knowledge and experience for the individual to achieve the required competency, and for individuals demonstrating good aptitudes development opportunities through further education and training.
- We **respect the rights of our workforce** to enter into collective bargaining arrangements and join trades unions;
- We **consult our workforce** on our proposals, especially regards health & safety and significant organisational change including redundancy or TUPE.
- We ensure, as a minimum, compliance with legal requirements regards **health and safety** to protect our workforce and others. We ensure that our health and safety objectives are never compromised by other business objectives.
- We will not tolerate any **discrimination or harassment** of or by our workforce.
- We ensure that our **capability and disciplinary processes** ensure a fair outcome to workforce performance issues.
- We act as a **considerate contractor**, acting in an **environmentally considerate** and legally compliant way
 - ✓ As a trenchless contractor our techniques and civils company reduce environmental risk by eliminating cut and fill and related disruption to ground level activities.
 - ✓ We select materials based on a life-cycle approach and choosing the best technologically, economically and environmentally practicable options where client specifications allow. We will particularly favour manufacturers certified to ISO14001, and we ensure our timber comes from FSC / PEFC certified sources.
 - ✓ We respect the environments we work in and ensure that we do not impact upon flora, fauna or neighbours that may be impacted on by our work. We do this through good site controls, establishing physical boundaries and consulting where we have any potential impacts. We will keep noise to a minimum and ensure sensitive parking of vehicles.

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Document Owner:	Approved By:	Date Issued 17-10-21	Rev 1	Page 1 of 2
Eugene Irwin HSEQ Manager	Frank Kane MD	Review Date 17-10-22	Form Ref	Policy Statement 08

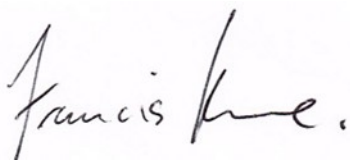


CORPORATE RESPONSIBILTY POLICY

- ✓ In line with the Waste Regulations 2011, we implement the waste hierarchy and ensure that resources are minimised through good planning, specification, procurement, use of a competent workforce, good storage, handling and use of materials and other resources; and through good waste management to facilitate reuse, recycling and recovery.
 - ✓ We ensure materials and waste storage cannot cause pollution, nuisance, or loss through theft, litter, fly tipping or fire. We ensure that waste carriers are licensed and that receiving sites have appropriate Environment Permits.
 - ✓ We ensure that we prevent pollution by using where possible low hazard products, and for those that are hazardous minimising volumes, ensuring compliant storage, providing adequate equipment, training and information to facilitate safe handling, and preparing and testing emergency situations.
 - ✓ As far as reasonably practicable we buy from local suppliers. In the office we buy fair traded goods where available and either recycled or sustainably forested paper products.
 - ✓ We maintain energy and water efficient office premises.
 - ✓ We select our vehicles to promote low emissions and high fuel economy and train our drivers in safe and fuel efficient driving techniques. We ensure compliant planned preventive maintenance of our vehicles to maintain performance.
- we work with **local communities** through local recruitment.
 - we ensure sound **financial management** so to continue the sustainability of the business as a local employer and business partner to our customers and supply chain.
 - we ensure that **no bribery, corruption or fraud** occurs within our company or our supply chain on the contracts in which we are partnered, and that we operate in a sound and ethical way.

I, as Director, shall review the effectiveness and adequacy of this policy on an annual basis and following any changes to company activity, legal changes, or reputation management issue.

Signed on behalf of LF Solutions Limited,



Frank Kane, Managing Director, 17th October 2021

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