

CORPORATE SOCIAL RESPONSIBILITY POLICY

Issue No: 03
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Haigh Rail is committed to continually improving our performance as a socially responsible organisation, improving the way our business responds to the needs of our stakeholders and work with our employees, clients, subcontractors, and suppliers to maintain this approach.

Haigh Rail recognise that conducting its business in a way that minimises environmental impact, promotes positive interaction with the community and accords with sound ethical standards, brings benefits to all concerned.

Haigh Rail operates an integrated management system that complies with ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018 and provides the mechanisms to measure and continually improve performance in these areas

This policy is based on the following principles:

- **People**

Our people are the foundation of our success, and we are committed to their wellbeing and continual development. We fully support diversity, fairness and equal opportunities and fully support the right of all employees to work in an environment which is free of sexual or racial discrimination, either direct or indirect. Ongoing success can only be achieved through a commitment to attract, develop, and retain the best people for the organisation.

- **Health, Safety and Welfare**

We are committed to achieving and maintaining the highest standards of health, safety, welfare and to delivering a continually improving performance. We shall provide a safe and healthy working environment by taking proactive measures to ensure the safe execution of all our work activities. It is our policy that all our operations are always performed by qualified and competent employees and contractors. The prevention of accidents involving personal injury and incidents of ill health or property damage is essential to the culture and operation of all our activities.

- **Communities**

Haigh Rail considers its role in local communities to be an integral part of the business and we are proud of the communities we both live and work in and aim to engage fully with the groups, communities and individuals directly impacted by our project work. On our projects, Haigh Rail actively seek to:

- Employ local people and utilise local subcontractors and suppliers.
- Become involved with local business and professional forums.
- Support local charities and events.

- **Environment**

We recognise that protection of the environment is an integral part of our business and are committed to undertake works in an environmentally responsible manner. We comply with legislation, customer and other requirements that apply to our activities, products, and services. We are committed to preventing pollution and aims to minimise the environmental impact of its activities This includes setting objectives and targets, implementing procedures to control activities and providing training to ensure that employees and contractors understand their environmental responsibilities.

- **Ethics and Sustainability**

We recognise our business activities make us an integral part of a wider society and that we have an ethical responsibility to take account of the economic, social, and environmental impacts of the way we operate. We are committed to carrying out our activities in a manner that meets the needs of the present without compromising the quality of life of future generations and apply this principle to the way we do business.

- **Supply Chain**

Our supply chain has a major impact on the cost, quality, and delivery time of our projects. We therefore have created and maintain a strong relationship with our key suppliers and contractors. We are committed to working collaboratively with our supply chain to improve performance and productivity by reducing waste and cost, whilst ensuring certainty of payment and prompt payment to subcontractors

We believe that by acting upon these commitments and principles and operating in a socially responsible manner, we are creating value for our stakeholders, clients, employees, and broader society.

Signed:



(Managing Director) Dated: 29/09/2024