



CORPORATE SOCIAL RESPONSIBILITY POLICY

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1. Policy Statement

Cathodic Protection Co Ltd (CPCL) recognises that we must integrate our business values and operations to meet the expectations of our stakeholders. This includes customers, employees, investors, suppliers, the community, and the wider environment.

As an organisation we recognise that our social, economic, and environmental responsibilities to these stakeholders are integral to our business. We aim to demonstrate these responsibilities through our actions and within our corporate policies.

We take seriously all feedback that we receive from our stakeholders and, where possible, maintain open dialogue to ensure that we fulfil the requirements outlined within this policy.

We shall be open and honest in communicating our strategies, targets, performance and governance to our stakeholders to help demonstrate and drive our continual commitment to sustainable development.

2. Our partnership focus:

CPCL will ensure a high level of business performance while minimising and effectively managing risk ensuring that we uphold the values of honesty, partnership and fairness in our relationships with all our stakeholders. We will therefore ensure the following:

- We shall support the development of our external stakeholders through led training courses and using our facilities for all our business partners to hold seminars and industry meetings.
- Our contracts will clearly set out the agreed terms, conditions and the basis of our relationship and will operate in a way that safeguards against unfair business practices.
- We shall encourage suppliers and contractors to adopt responsible business policies and practices.
- We shall encourage dialogue with local communities for mutual benefit.
- We will register and resolve customer complaints in accordance with our standards of service.
- We shall support and encourage our employees to help local community organisations and activities in our region, particularly our employee chosen charities.
- We shall assist young people in choosing their future careers, being an advocate for our industry.
- We shall operate an equal opportunities policy for all present and potential future employees and will offer our employees clear and fair terms of employment and provide resources to enable their continual development.
- We shall maintain a clear and fair employee remuneration policy and shall maintain forums for employee consultation and business involvement.
- We shall provide safeguards to ensure that all employees of whatever nationality, colour, race or religious belief are treated with respect and without sexual, physical or mental harassment.
- We shall provide, and strive to maintain, a clean, healthy and safe working environment in line with our Integrated Management System policy and related safe systems of work.
- We shall develop Environmental policies and objectives as part of the business planning cycle.
- We shall continue to adhere to the guidelines of ISO 9001, 14001 and 45001 as a means of demonstrating our commitment to Corporate Social Responsibility.

Our Managing Director has taken on responsibility for the implementation of this policy and will make the necessary resources available to realise our corporate responsibilities. The responsibility for the performance of this policy rests with all employees throughout the company.

The contents of this policy will be subject to an annual review to ensure its suitability against regulatory and best practice requirements. A copy of this policy is available upon request.

Name: Chris Martin

Position: Managing Director

Date: 07.01.2025