

**EKULT GROUP LTD**  
**CORPORATE SOCIAL RESPONSIBILITY POLICY [EG-JP-CSR]**  
**Issued Date: 30.09.2016**



## **Introduction**

Corporate social responsibility (CSR) is a business approach that contributes to sustainable development by delivering economic, social and environmental benefits for all invested parties. CSR is a concept with many definitions and practices. Corporate social responsibility is a company's initiatives to assess and take responsibility for the company's effects on environmental and social wellbeing. The term generally applies to efforts that go beyond what may be required by regulators or environmental protection groups.

CSR may also be referred to as "corporate citizenship" and can involve incurring short-term costs that do not provide an immediate financial benefit to the company, but instead promote positive social and environmental change.

Ekult Group Ltd recognises that we must integrate our business values and operations to meet the expectations of our people, including clients, employees, suppliers, the environment and the community. We aim to be a good corporate citizen in all of our undertakings and are committed to meeting our obligations as a responsible contractor. This policy will be made available to all employees, clients and other interested parties and will be reviewed regularly to ensure standards are being maintained.

The maintenance of this policy is the responsibility of the HR Manager. Directors and Managers are responsible for ensuring that the principles set out in this policy are communicated to, understood and observed by all employees. All team members are required to adhere to this policy and report any suspected breach to their line manager or senior management. The Company will take disciplinary action against any employee who takes negative action including retribution, retaliation or harassment against an employee who reports a concern in good faith.

This policy is supported by the Ekult Group Ltd Business Management System (BMS) and is issued in conjunction with Company Policies including but not limited to our Health and Safety, Training and Development, Environmental, Sustainability, Equal Opportunities and Grievance Policies.

## **What does social responsibility mean to a company?**

Social responsibility is an ethical framework and suggests that an entity, be it an organization or individual, has an obligation to act for the benefit of society at large. Social responsibility is a duty every individual has to perform so as to maintain a balance between the economy and the ecosystems.

## **Our Business Ethics**

The following ethics represent the minimum standards to which the Company will adhere in all its undertakings:

- ✓ We will conduct every aspect of our business in the spirit of honesty, integrity, openness and partnership
- ✓ We will respect the human rights and interest of our employees, clients, neighbours, communities and third parties
- ✓ We will respect the legitimate interests of all parties with whom we deal

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## Human Rights

Wherever we work in the world we ensure that we do not exploit anyone. We uphold the rights of all those who work for or with us and of the communities in which we operate. This means refusing to do business with any individual, company or organisation that fails to uphold the standards and principles of basic human rights or has links with an oppressive regime that give us cause for concern.

We will respect the human rights of our employees, supply chain and all third parties with whom we have dealings. We will ensure that as a minimum the following standards are met and adhered to:

- ✓ We will not employ any child, forced or bonded labour or have dealings with any company which does.
- ✓ We will adhere to the non-discrimination laws of any country in which we operate.
- ✓ We will not condone the use of physical or mental coercion or abuse and will take action against any employee deemed to be defying this policy.
- ✓ We will respect the rights of individuals to confidentiality of personal information kept by the Company
- ✓ We provide staff with a non-discriminatory grievance procedure which they may invoke if they have a grievance about any aspect of their employment.

We expect every party who we have dealings with to adhere to the principles of the Modern Slavery Act 2015, as we do ourselves.

## Environment

For an infrastructure business like ours, maximising the use of infrastructure assets for our clients whilst minimising use of resources is essential if we are to minimise our impact on the environment, contribute to society and offer best value. Key to this is that the infrastructure we design and construct is resilient and that we use the earth's resources, both its materials and people, carefully and responsibly, using what we need, but being mindful of tomorrow's needs as well.

By looking for opportunities to add value through sustainability, Ekult Group Ltd will deliver additional benefits to society and help grow the business. As a world-class infrastructure group we believe this is the right thing to do.

We will:

- ✓ Comply with all applicable legislation, standards and practices, and the specific requirements of our clients and regulatory bodies.
- ✓ Adopt best practice and, where possible, assist in developing innovative solutions to environmental problems and issues.
- ✓ Ensure that all our works have been reviewed for possible impact on the natural habitat, minimising energy use by using efficient equipment and well-insulated site accommodation.
- ✓ Ensure projects minimise waste and segregates waste suitable for recycling.
- ✓ Reduce the production of waste and develop effective waste management and recycling procedures.
- ✓ Establish environmental targets and objectives, and monitor performance against these targets.



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## **Communities**

Ekult Group Ltd contributes positively to communities wherever we work through the services we provide and the lasting infrastructure we produce for the public, such as schools, hospitals, other social infrastructure and transport systems. Furthermore, we run community investment programmes that support local people, organisations, businesses and environmental projects.

We listen, we care about people's concerns and we act on them wherever and whenever we can. We will proportionately address community needs as part of our project work and positively impact, through our community benefit programmes, the social, economic, or environmental circumstances of the communities we work in.

### **Our commitments**

- ✓ We will respect the traditions, cultures and laws of the countries in which we operate
- ✓ We will take into account the concerns of the wider community, including both national and local interests
- ✓ We will listen to the concerns of local communities and, wherever we can, we will act to mitigate them
- ✓ We will keep the communities affected by our projects regularly updated and informed
- ✓ We will seek to employ local people and local resources on our projects wherever possible
- ✓ We will work with communities to understand how we can help them to improve their wellbeing
- ✓ We will collaborate with the project stakeholders, customers and impacted communities to help improve and optimise our social impact
- ✓ We will keep records of the resources and time spent delivering community benefit and social value activities, clearly showing who worked alongside us and who we provided benefits to

## **Sustainability**

We are committed to delivering sustainable construction within our business. Our Sustainability policy is based around the fundamental tenets of Ekult Group Ltd being a regional business with significant use and development of local resources and the inherent community involvement. We will:

- ✓ Aim to reduce waste in construction through off-site construction, improved buildability in design and greater planned use of locally available recycled materials.
- ✓ Use innovation and Value Engineering in order to produce sustainable solutions as part of the design development and planning process.
- ✓ Manage construction operations to minimise carbon emissions, including information exchange and storage, site accommodation, plant, materials, transport, personnel travel based on local sourcing and employment.
- ✓ Maintain owned plant in good condition to reduce emissions. Minimise transport through plans developed for personnel and plant.
- ✓ Promote water conservation measures in new projects.
- ✓ Maintain our strong commitment to environmental management and pollution control, including waste management and measurement.
- ✓ Promote of recycling, waste segregation, re-use.
- ✓ Propose opportunities to enhance habitats and landscapes within projects.

## **EKULT GROUP LTD**

EG-JP-CSR

**EKULT GROUP LTD**  
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### Procurement

Ekult Group Ltd are committed to using local and sustainable resources and where all other factors remain equal will use local suppliers or local branches of national companies. We are committed to procuring goods and services which have not jeopardized human rights, safety or the environment.

We will:

- ✓ Look to enter into long term trading agreements with supply chain partners
- ✓ Develop and maintain a strong local supply chain for input into design / planning phases, and for local sourcing of services and materials.
- ✓ Focus on re-used, recycled or sustainable sources; research and propose sustainable alternatives where possible.
- ✓ Expect all suppliers to adhere to business principles and ethical standards similar to our own and in accordance with legislation
- ✓ Only work with suppliers who have acceptable health and safety, environmental, quality social and legal standards
- ✓ Only purchase timber from legal and well managed forest which are certified under third party schemes (preferably the FSC) and have valid chain of custody certification.
- ✓ Require all waste disposal companies to carry a licence under the Controlled Waste (Registration of Carriers and Seizure of Vehicles) Regulations 1991.

### Health and Safety

***“Nothing is more important than the health and safety of everyone who works for or with us”***

It is of the utmost importance that health and safety standards are maintained for all of our activities and all our work locations. Ekult Group Ltd will therefore:

- ✓ Maintain an Occupational Health and Safety Management System,
- ✓ Carry out hazard identification, risk assessment and control with suitably experienced and competent personnel.
- ✓ Comply with all applicable legislation, standards and practices, and the specific requirements of our clients and regulatory bodies.
- ✓ Maintain a training programme to ensure all employees are able to carry out their duties safely and competently, and ensure all employees are aware of their responsibility for maintaining health and safety.
- ✓ Communicate to all employees the risks and controls associated with their work, and their responsibilities for effecting these controls.
- ✓ Address health and safety as an agenda item at all Board Meetings to ensure that all objectives and targets are being met.
- ✓ We will work with others to improve health and safety standards and share best practice.