

### Our principles:

**DVC Roofing & Building Ltd recognise that we must integrate our business values and operation to meet the expectations of our stakeholders. They include clients, employees, regulating bodies, suppliers, the community and the environment.**

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 Company 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 will be open and honest in communicating our strategies, targets, performance and governance to our stakeholders in our continual commitment to sustainable development.

The Directors are responsible for the implementation of this policy and will make the necessary resources available to realise our corporate responsibilities. The responsibility for our performance to this policy rests with all employees throughout the company.

### Our commitment:

- We will strive to improve our environmental performance through implementation of our Sustainability and Environmental policies
- We will ensure a high level of business performance while minimising and effectively managing risk
- We will encourage dialogue with local communities for mutual benefit
- We will register and resolve customer complaints in accordance with our published standards of service
- We will support and encourage our employees to help local community organisations and activities in our local region and beyond
- We will operate an equal opportunities policy for all present and potential future employees
- We will offer our employees clear and fair terms of employment and provide resources to enable their continual development
- We will maintain a clear and fair employee remuneration policy and will maintain forums of employee consultation and business involvement
- We will provide safeguards to ensure that all employees are treated with respect and without sexual, physical or mental harassment
- We will provide, and strive to maintain, a clean, healthy and safe working environment
- We will uphold the values of honesty, partnership and fairness in our relationships with stakeholders
- Our contracts will clearly set out the agreed terms, conditions and the basis of our relationship
- We will operate in a way that safeguards against unfair business practices
- We will encourage suppliers and contractors to adopt responsible business policies and practices for mutual benefit

### Corporate Social Responsibility Policy

DVC Roofing & Building Ltd, its directors, employees and all stakeholders are committed to a set of core Corporate Responsibilities principles whereby this policy stands as an overarching approach too best practice within the business and its operations. The business recognises its corporate and social responsibilities to everyone affected by the business on a day-to-day basis, and we are committed to conducting business in a manner which achieves sustainable growth whilst fulfilling legal and moral obligations.

We aim to achieve our business objectives in a caring and responsible manner recognising the economic, social and environmental impacts of our business operations and activities.

## **Business Principles and Code of Ethics**

We are committed to ensuring that our business is conducted in all respects according to the highest ethical and professional standards, considering legislation and customs in the areas in which we operate.

### **Environment**

We seek to minimise the environmental impact of our activities through the prevention of pollution, minimizing waste, and good environmental practices, using appropriate environmental management systems. We are committed to conducting our activities and operations in line with current legislation and best environmental practice seeking continual improvement and innovation within all the business and our activities.

### **Health, Safety and Welfare**

We are committed to high standards of health and safety, recognising our duty and the benefits of providing safe working conditions. We aim to achieve continuous improvements in health & safety performance through the use of our robust, externally audited safety management system, inclusive of our policies and associated procedures.

### **Sustainable Transport and Travelling**

DVC Roofing & Building Ltd accepts that motor vehicles are responsible for significant emissions to the atmosphere and that by reducing distances travelled we can benefit the environment and the health of our staff and the general public. Our policy is to purchase and operate the most energy efficient vehicles commercially available with the aim of achieving a green fleet operation.

### **Suppliers and Sub-Contractors**

We regard Suppliers and Sub-Contractors as our partners and work with them to achieve our aspirations in the delivery of our services. We are committed to working with our suppliers and sub-contractors to understand where products are sourced and ensure that the principals of environmental sustainability are upheld. The business works to ensure that the welfare of workers and labour conditions within our supply chain meet or exceed recognised standards.

### **Clients**

We recognise that our business and livelihood depend upon our Clients. Every employee is responsible for ensuring that Client contact is professional and appropriate. We aim to deliver a quality service, on time and in line of our contractual arrangements/agreement, which exceeds our Clients aspirations and expectations.

### **Community**

We endeavour to contribute to the communities in which we operate, particularly those neighbouring our main construction site, through the support of community initiatives and local charities. We encourage the development of programmes, which address the needs of their local community alongside the contributions that DVC Roofing & Building Ltd makes annually to its partner charities. All activities are endorsed by the Board of Directors.

### **Employees**

We provide equal opportunities to all existing and prospective employees recognising that our reputation is dependent on the quality, effectiveness, and skill base of our employees. We are committed to the fair and equitable treatment of all our employees and specifically to prohibit discrimination on the grounds of race, religion, sexual orientation, nationality, or ethnic origin.

Opportunities are available to disabled persons in accordance with their abilities and aptitudes on equal terms with other employees.

### **Economic**

We consider the potential impact of our undertaking on the local economy and the communities affected. We aim to make a profit to enable us to continue to operate which in turn facilitates the employment of local people and creates attractive and healthy environments for people to live, work and enjoy leisure activities.

### **Social**

We seek to encourage social inclusion in the communities in which we work and to operate in an ethical manner with all Stakeholders. We strive to work in a safe manner and to protect the health of our employees, contractors and the general public. We also constantly strive to develop the skills and professionalism of our employees and provide opportunities for advancement.

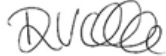
### **Continuous Improvement**

We encourage continuous improvement by reviewing performance and setting objectives and targets for DVC Roofing & Building Ltd activities, Employees, Supply Chain Partners and other related Stakeholders. Everyone within DVC Roofing & Building Ltd will play their part to ensure that the standards are achieved.

This policy will be reviewed no later than 12 months from the date below.

Signed for and on behalf of DVC Roofing & Building Ltd

Mr. Darren Van-Cliff



**Designation:** Managing Director

**Date:** 12<sup>th</sup> September 2024