

Corporate Social Responsibility Policy Statement

PDR Construction Limited acknowledge that our Corporate Social Responsibility is crucial to our core values and operations in maintaining our commitment to our key stakeholders. These stakeholders include our Employees, our Customers, Supply Chain, the Local Community, Charities and the Environment.

We recognise that our social, economic and environmental responsibilities to these stakeholders are key to our business performance. We aim to demonstrate these responsibilities through our delivery and documented within our corporate policies.

This policy demonstrates PDR's commitment to Corporate Social Responsibility by aligning our business strategy with the needs of our Customers whilst at the same time acting responsibly in terms of impact on the local communities and environments in which we operate.

PDR have over 25 years service within the Construction Industry and within this time has built long-term and lasting relationships with our Customers, eco-system and local communities. These relationships, alongside new ones, are based on PDR operating in a socially responsible and ethical manner in all operations of delivery.

The effectiveness of the Policy Statement will be monitored and reviewed on an annual basis to ensure PDR's continuing compliance with any associated legislation whilst meeting our business requirements and also to ensure continual improvement.

Our Employees

PDR understands its Employees are our most valuable asset within the business and are a key factor in the successful delivery of projects to our Customers. Hence a great importance is placed upon the recruiting, developing and retaining the best individual resources within the construction industry. All Employees as part of their annual performance reviews are given a clear route for progression, including technical and professional training.

Our in-house Human Resources Manager provide our Managers with Equal Opportunities advice and support to ensure they have an understanding of their obligations allowing them to manage their teams fairly and equally in all areas of employment. This is enforced with the company Equal Opportunities Policy Statement.

Annual performance review appraisals are conducted with all Employees, allowing quality one-to-one time with their manager to discuss their performance, establish new objectives and determine the Employee's individual training and development needs that are required to assist in achieving their goals.

PDR believes their Employees are their foundation for success and feels it important for them to be well informed with regular updates on what is happening within the business through regular e-mails, newsletter issue and social media updates. Additional to this PDR also offers health and leisure benefits in the form of local gym contributions and local entertainment arena free ticket competitions.

Our Customers

PDR's aim to maintain excellent working relationships with our Customers by placing importance on dealing in a responsible, transparent and fair manner. PDR interface with all their Customers be them either existing or potentially new Customers with a project delivery process bound by integrity, quality and care by:

- Ensuring that all our company promotional literature and social media are clear, informative, honest and truthful.
- Being transparent about our services and informing Customers what they want to know.
- Prevention of unfair business practices by adhering the terms and conditions of the mutually agreed terms and conditions on the form of contracts.
- PDR's Quality Delivery is ensured by compliance with our processes, procedures and templates which are embedded in externally accredited ISO 9001:2015 Quality Management System (QMS).

- In accordance with our standard of service and the QMS all Customer Complaints will be logged, investigated and resolved.
- We value the importance of our Customer's opinions on our ability to deliver and as such operate a Customer satisfaction review post practical completion to feed into PDR's continuous improvement.

Local Community

PDR acknowledges that the construction industry has an impact upon the local environment, local neighbours and the wider community. We take a proactive stance in ensuring that our work causes the minimum amount of disruption to our neighbours and their communities. As such we aim to make a positive contribution by becoming involved with local community to provide opportunities through sponsorship. This should then help to promote and enhancing good community relations. The following are some of the local community partnership PDR have entered into providing leisure & health benefits;

- Executive Lounge Sponsorship at Bonus Arena, Hull
- Principal Sponsors of North Ferriby Football Club
- Club Sponsor of Kingston Upon Hull Hockey Club

Charities

PDR value the work undertaken by Charities with their army of volunteers and fully understand the importance of funding to deliver services to those in need. PDR's Senior Management actively in encourage all Employees across the business to participate in fundraising activities every year, both individually and with team activities. These include but not limited to many annual events such as;

- Cake Bake for 'Cardiac Risk in the Young (CRY)'
- Annual Golf Day supporting 'CRY' & 'Jamie Lancaster Memorial Fund'
- Tour of Europe Charity Bike Ride for 'Action Against Cancer'
- Big Macmillan Coffee Morning for 'Macmillan Cancer'

Environment

PDR take all responsible and necessary steps to manage our operations so as to minimise our environmental impact whilst promoting good environmental practice. We acknowledge our responsibility to the local environment in which we are working and aim to minimise any potential negative impact from our operations.

PDR have re-implemented Site Waste Management Plans (SWMP) on all future projects. Despite the SWMP Regulations being revoked in 2013, PDR believe there are environmental management benefits to be had in terms of how construction site waste can be reused, recycled or disposed of.

As part of PDR's Environmental Awareness we have maintained accreditation to ISO 14001 Environmental Management System (EMS) since 2006. This is an internationally recognised standard that helps organisations improve their environmental performance through more efficient use of resources, reduction of waste whilst gaining the trust of stakeholders.

PDR's commitment to their EMS is backed up with a declaration of intent captured within the Environmental Policy Statement.

Outside of the EMS there is also an emphasis to promote & encourage greener transport within the company with the following:

- Encourage Employees to cycle the commute to work by offering the 'Cycle to Work Scheme'.
- All Company Cars and those covered under the Company Car Allowance to be fuel efficient with low emissions.

Approved:

P. Dransfield

Paul Dransfield [Managing Director]

Date:

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