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Corporate Social Responsibility Policy Statement

Policy Introduction

This Corporate Social Responsibility (CSR) Policy refers to O'Hagan Civils Limited's responsibility towards the environment. Our company's existence is not lonely. It's part of a bigger system of people, **values**, other organizations and nature. The social responsibility of a business is to give back to the world just as it gives to us.

This Corporate Social Responsibility (CSR) Policy outlines O'Hagan Civils Limited's efforts to give back to the world as it gives to us.

This policy applies to our company and our business activities and operations. It also includes our supply chain and other business partners and, encourages them to share our values.

We want to be a responsible business that meets the highest standards of ethics and professionalism.

O'Hagan Civils Limited's social responsibility falls under two categories: **compliance** and **proactiveness**. Compliance refers to our company's commitment to legality and willingness to observe community values. Proactiveness is every initiative to promote human rights, help communities and protect our natural environment.

Compliance

Legality

O'Hagan Civils Limited will:

- Respect the law
- Honour its internal policies
- Ensure that all its business operations are legitimate
- Keep every partnership and collaboration open and transparent

Business ethics

We'll always conduct business with integrity and respect to human rights. We'll promote:

- Safety and fair dealing
- Respect towards our clients / customers
- Anti-bribery and anti-corruption practices
- Transparency in all business dealings

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Currently, the following are examples of the Compliance –related disciplines and commitments we have established within O'Hagan Civils Limited's Corporate Social Responsibility strategy:

Protecting the environment

O'Hagan Civils Limited recognises the need to protect the natural environment. Keeping our environment clean and unpolluted is a benefit to all. We'll always follow best practices when disposing wastes and using chemical substances. Ownership will also play an important role.

Protecting the people & habitats

O'Hagan Civils Limited shall ensure that we:

- Don't risk the health and safety of our employees and community.
- Avoid harming the lives of local people and habitats.
- Support diversity and inclusion.

Human rights

O'Hagan Civils Limited is dedicated to protecting human rights. We are a committed equal opportunity employer and will abide by all fair labour practices. We'll ensure that our activities do not directly or indirectly violate human rights in the UK or any country (e.g. forced labour).

We shall regularly review those commitments and continuously improve on our Corporate Social Responsibility performance.

Proactiveness

Donations and aid

O'Hagan Civils Limited shall make monetary donations where relevant and beneficial to promoting social responsibility. These donations will aim to:

- Advance the arts, education and community events.
- Alleviate those in need.

Volunteering

O'Hagan Civils Limited shall promote volunteering among its employees and encourage them to volunteer. They can volunteer through programs organised internally or externally. Our company may sponsor volunteering events from other organisations also.

Preserving the environment

Apart from legal obligations, O'Hagan Civils Limited will proactively protect the environment. Our disciplines and arrangements to protect the environment shall include:

- Recycling
- Conserving energy (Energy Conservation)
- Using environmentally-friendly technologies

Supporting the community

O'Hagan Civils Limited shall initiate and support community investment and educational programmes. For example, we shall consider and welcome partnerships with other contractors for works within our local community. We shall provide support to non-profit organisations, projects, or movements to promote cultural and economic development of global and local communities.

Learning

We will actively invest in Research & Development. We will be open to suggestions and listen carefully to ideas. Our company will try to continuously improve the way it operates.

O'Hagan Civils Limited is committed to the United Nations Global Compact. We'll readily act to promote our identity as a socially aware and responsible business. Management must communicate this policy on all levels. Managers are also responsible for resolving any CSR issues.



Francis O'Hagan – Operations Director

Date: 04/11/2024.