

POL008 Corporate Responsibility Statement

Introduction

For KDC “Corporate Social Responsibility” is about living the values and principles that govern the way we operate as an organisation and behave as individuals. It is about ensuring we sustain safe operations, have a positive impact on our people, the communities we work in and the wider environment and build the trust and respect of our customers and other stakeholders.

This policy statement relates to the social and non-regulatory aspects of KDC’s corporate responsibility, i.e. conservation issues in the environment as opposed to environmental regulations governing noise, etc.

Our Safety & Environmental Policy Statements address the regulatory aspects in support of KDC’s Management Systems.

The standard expected requires the development of systems and procedures that create and deliver sustainable value in relation to the safety of operations, our impact on the environment, engagement in the community and enabling our people to excel. This should include:

- Identification and engagement with key stakeholders
- Our CR principles are embedded in management processes, in particular in relation to bid solutions, operational processes and the supply chain
- Recording and reporting on initiatives we have undertaken and their impact
- Recording and reporting on community investment
- Management review at board level
- Awareness training and communicating to staff so that they understand KDC’s approach to CR and the business commitments made
- Involvement of all staff in the CR process, providing them with the opportunity to contribute ideas as well as their time and skills.

KDC recognises the impacts that we make on society, the economy and the planet, and we seek to make a positive difference in the places where we operate.

This Policy sets out a framework for the development and implementation of Corporate Responsibility activities throughout KDC and supports our values as an organisation.

KDC has defined this Corporate Social Responsibility Policy to describe our approach in relation to how we look after our people; are successfully integrated into the communities within which we work; take our environmental responsibilities seriously; and above anything else that we operate safely in all aspects of our work.

This policy relates to the social and non-regulatory aspects of KDC’s corporate responsibility model, i.e. conservation issues in the environment as opposed to environmental regulations governing for example noise. Our Safety & Environmental Policy Statements address the regulatory aspects in support of KDC’s Management Systems.

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Definition

Corporate Social Responsibility (CSR) is about living the values and principles that govern the way we operate as an organisation and behave as individuals. It is about ensuring we sustain safe operations; have a positive impact on our people, the communities we work in and the wider environment; and build the trust and respect of our customers and other stakeholders.

Commitment and Objectives

The objective of our CSR approach is to fulfil our social responsibility obligations without compromising our values in the activities that we do.

We aim to create a balance between the development of opportunities with our customers; stimulating and rewarding our staff; working with and supporting our local communities; and sustaining the environment in which we operate.

We aim to create, develop and lead highly motivated teams who have up to date competencies and skills and live KDC's values. We will support our people by:

- Stimulating positive and responsive communication
- Supporting learning and development opportunities
- Encouraging our staff to realise their full potential.

We endorse fully the principals of Human Rights and have developed a number of supporting policy statements and procedures which include non-discrimination, diversity and equal opportunities.

We maintain a safe, healthy and sustainable working environment for our staff, those we work for with and the general public. We recognise our responsibilities for the environment within which we work by:

- Applying policies and procedures that meet both KDC and legislative requirements
- Promoting the safety, health and welfare of those for whom we are responsible
- Sustaining and improving the environment within which we operate, minimising any negative impact that we may cause.

We have defined health, safety and environmental systems that reflect international standards. Operating within in a large number of communities across the UK with diverse cultures and needs. We aim to support and make a positive impact on these communities by:

- Establishing positive relationships
- Stimulating communication and interaction
- Encouraging our staff to become involved
- Providing opportunities for sharing expertise and resources.

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We are committed to developing and embedding a socially responsible culture across all our business by:

- Engaging with key stakeholders to understand their needs and expectations
- Providing leadership and support across the organisation
- Effectively communicating key messages, strategy and performance

Principles

We all share a responsibility for ensuring that the relationship we have with any of our customers, colleagues, contracts or associates are conducted with high standards of honesty, integrity, openness and professionalism. We apply the same standards to the communities in which we live and work.

Our responsible conduct and professional ethos has been the cornerstone of KDC's success. For KDC, being socially responsible goes beyond fulfilling legal obligations. It is about how we do business by demonstrating a commitment to health, safety and environmental, our people and communities in which we operate.

Our approach to CSR has therefore been developed to ensure that wherever we work our same standards and values apply. KDC's approach to CR therefore:

- Reflects our organisational operating principles by creating the opportunity to celebrate what is already being done and allowing everyone to be involved in what we do in the future
- Avoids a compliance approach or the adoption of complex and inappropriate external systems
- Avoids putting unnecessary demands on the business
- Provides a mechanism for employees to tell their story and engage customers and other stakeholders on the basis of CSR
- Ensures that we work above and beyond any legislative requirements.

Responsibility

Responsibility for the achievement of this Policy Standard rests with the KDC Board and the Management Team.