



# CORPORATE SOCIAL RESPONSIBILITY (CSR) POLICY PROPOSAL

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## Introduction

At The Gill Group, which includes Gill Civil Engineering Ltd, Discount Builders Merchants, Titan Plant Hire, Britannia Onsite Concrete, and Paving Airfield Concrete Testing, we recognise our responsibility to conduct business in a socially, ethically, and environmentally responsible manner. Our CSR policy is built around four key pillars: Environmental Sustainability, Community Engagement, Ethical Business Practices, and Employee Well-being.

## 1. ENVIRONMENTAL SUSTAINABILITY

As a group operating in civil engineering, plant hire and materials supply, we are committed to minimising our environmental footprint through:

**Sustainable Resource Use:** Promoting the use of recycled and sustainable building materials across all our businesses.

**Carbon Footprint Reduction:** Investing in energy-efficient machinery, adopting fuel-efficient logistics, and supporting low-carbon concrete solutions.

**Waste Management:** Reducing construction waste through better planning, recycling initiatives, and responsible disposal.

**Compliance and Innovation:** Adhering to all environmental laws and actively seeking innovative ways to improve our environmental performance.

## 2. COMMUNITY ENGAGEMENT

We believe in supporting and enriching the communities where we operate through:

**Local Employment & Skills Development:** Providing job opportunities, apprenticeships, and training for local communities.

**Charitable Initiatives:** Supporting local charities, schools, and community projects through donations and volunteering.

**Infrastructure Development:** Contributing to local infrastructure projects that benefit society, including road maintenance and urban renewal.

## 3. ETHICAL BUSINESS PRACTICES

Integrity and transparency are at the core of our operations. We commit to:

**Fair Business Conduct:** Maintaining ethical relationships with suppliers, customers, and stakeholders.

**Anti-Bribery & Corruption:** Enforcing a strict no-bribery and anti-corruption policy across all business units.

**Health & Safety Compliance:** Ensuring the highest safety standards for employees, subcontractors, and customers in all operations.

**Responsible Supply Chain Management:** Partnering with suppliers who share our commitment to ethical labour practices and sustainability.

## 4. EMPLOYEE WELL-BEING & DIVERSITY

Our employees are our greatest asset, and we are dedicated to fostering a safe, inclusive, and supportive workplace by:

**Health & Safety Priority:** Regular training, risk assessments, and investment in safety equipment and PPE.

**Equal Opportunities:** Promoting diversity, inclusion, and equal opportunities for all employees, regardless of gender, ethnicity, or background.

**Work-Life Balance:** Encouraging flexible working policies and mental health support programs.

**Training & Development:** Offering career growth opportunities through continuous learning and skills development programs.

## IMPLEMENTATION & MONITORING

Each business within The Gill Group will integrate CSR principles into its daily operations. Regular audits and reports will ensure compliance with this policy.

Ideally a dedicated CSR team should be appointed to oversee initiatives and drive improvements. However, as we don't have the resources for a full-time team it may be more practical to establish a CSR committee whereby responsibilities are shared among key representatives from different business units.

The CSR Committee will ensure that CSR objectives are met, track progress and report findings to senior management

We will engage with stakeholders to continuously evolve our CSR commitments

The Gill Group is dedicated to making a positive impact on the environment, our communities, and our employees. By embedding CSR into our business practices, we aim to build a sustainable and ethical future for all stakeholders.

This policy will be reviewed annually to ensure it remains relevant and effective.