

Policy Summary:

Gallaway Construction Limited Corporate Responsibility Policy highlights the values and principles that determine how the company, and its employees operate as individuals and as an organisation. Our aim is to sustaining safe operations, have a positive impact on people in the communities we work in and to build the trust of our customers.

Introduction:

Gallaway recognise the impacts we have on society and the economy; we seek to make positive change and we aim to be good corporate citizens support local communities.

Commitment and Objectives:

Our objective is to fulfil our social responsibility obligations without compromising our values in the activities 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.

We will support our employees by:

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

We endorse human rights and equal opportunity and non-discrimination.

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

- Applying policies which meet with 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 create.

Corporate Social Responsibility Policy



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 public service ethos have been a strong foundation of Gallaway's success.

Gallaway's responsibility goes beyond fulfilling legal obligations. It is about how we do business by demonstrating a commitment to Health and Safety, our people, communities and the environment in which we operate.

The effectiveness of this policy will be regularly reviewed and at least once per year by the Director.

Ian Preston

A handwritten signature in blue ink, appearing to be 'Ian Preston', written over a faint watermark that reads 'This document when printed is uncontrolled'.

**Managing Director
Gallaway Construction Ltd
04/01/2023**