

Watkiss Dawson and Ward Corporate Social Responsibility Company Policy



Policy brief & purpose

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

What is corporate social responsibility?

Our Corporate Social Responsibility (CSR) company policy outlines our efforts to give back to the communities and areas that we work as it gives to us.

Scope

This policy applies to our company and its subsidiaries. It may also refer to suppliers and partners.

Policy elements

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

Our company'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

Our company will:

- Respect the law
- Honor 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 with our Supply Chain, Material suppliers and our Design Team.
- Respect toward the Customer and Communities in which we operate
- Anti-bribery and anti-corruption practices

The Way We Operate from the Top Down

Protecting the environment

Our company recognizes 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 of waste, protecting the surrounding nature and water courses and eliminate the need for using hazardous substances through design. Stewardship will also play an important role.

Apart from legal obligations, our company will proactively protect the environment and carry out the following on all our sites:

- Recycling of waste so that as a minimum 95% is diverted from land fill as a minimum. We are working to be 100% diverted from land fill by 2025.
- Conserving energy in use – We will measure on all our site the electricity, gas and water used in construction against the national average for construction and target a year on years reduction by 5%



- Working towards measuring the companies total CO2 footprint and reduce this year on year working towards a Carbon offset policy until we can become truly carbon neutral.

Human rights

Our company is dedicated to protecting human rights. We are a committed equal opportunity employer and will abide by all fair labor practices. We'll ensure that our activities do not directly or indirectly violate human rights in any country and especially modern slavery and ensure a full chain of custody for all products that we procure from outside of the county.

Apprenticeships, Work Experience and Training

Most of the Board and senior management team started out as apprentices and as a company we want to providing training and modern apprenticeships on all our projects.

We will on all projects target to provide the following:

- Work Experience of 5hrs per £1m of contract value.
- Provide paid and unpaid apprenticeships through WDWA and the supply chain of 20hrs per £1m of contract value.
- Offer toolbox talks and training to the supply chain on all new legislation along with quarterly supply chain meetings.

Volunteering

Our company will encourage all its employees to volunteer. They can volunteer through programs organized internally or externally. Our company may sponsor volunteering events from other organizations.

Community Activities, giving something back to the areas in which we work.

WDWA pledge that on all schemes we will initiate and support community investment / schemes and educational programs.

This will include visiting local schools and providing informative talks, hoarding competitions and escorted site visits.

We will pick a local community project or event and provide our time and supply chain involvement to leave a legacy for the community after we have completed the project.

Learning



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