



CORPORATE & SOCIAL RESPONSIBILITY POLICY

ISSUE DATE: MAY 2023
REVIEW DATE: MAY 2024

*Ultimate responsibility for the Corporate & Social Responsibility Policy is
John Johnston: Managing Director.*

Signed:

A handwritten signature in black ink, appearing to be "John Johnston", is written over a horizontal line.

Date: 30 May 2023

Current Version: CORP/SOC/V4/2023

Previous Version: CORP/SOC/V3/2022

CORPORATE SOCIAL RESPONSIBILITY POLICY

Northern Platforms & Staging's Ltd aim to continually improve performance in all aspects of its work. This includes our commitment to reduce our environmental impact and enhance the wellbeing of those around us and make Corporate Responsibility integral to how we do business.

Our Corporate Responsibility Policy addresses issues concerning the environment, Health & Safety, our people, procurement, our supply chain and social responsibility. NPS have implemented various policy's that work in tandem with this policy. For example, Ethical trading, Anti bribery, Human trafficking/child labour, supplier policy to name a few.) NPS will ensure our clients, employees and suppliers all commit to following standards set out in our company policies.

HEALTH AND SAFETY

We are committed to achieving and maintaining the highest standards of health, safety, welfare and to delivering a continually improving performance. We will provide a safe and healthy working environment by taking proactive measures to ensure safe execution of all our work activities.

CONSERVATION & ENVIRONMENT

The nature of our work as a scaffolding contractor means that we do not inherently have a high environmental impact but we will take consideration of environmental issues in our scaffolding services we provide and endeavour to reduce our environmental impact to an absolute minimum.

Northern Platforms will conserve the environment and natural resources by:

- Complying with all relevant environmental legislation, regulations and approved codes of practice
- Protecting the environment by striving to prevent and minimise our contribution to pollution of land, air, and water
- Seeking to keep wastage to a minimum and maximise the efficient use of materials and resources
- Managing and disposing of all waste in a responsible manner
- By using vehicles that are regularly serviced and checked with regards to their emission levels and economically use their fuel
- Sourcing and buying locally to save fuel costs wherever possible
- Ensuring that all lights and equipment is switching off when not required
- Ensuring that water is used efficiently
- Printing in mono and double sided wherever possible, Using scrap paper for drafts and notes
- Recycling all waste (shredding all business documentation)
- Sourcing recycled materials wherever possible
Working with like-minded suppliers who take steps to minimise their environmental impact
- Monitoring and continuously improving our environmental performance.
- See the Company Environmental Policy for more details.

CONNECTING WITH PEOPLE & COMMUNITY

Northern Platforms will connect with our people and the broader community by:

- Being an employer of choice.
- Implementing good Health & Safety Practise.
- Promoting Health and wellbeing procedures and schemes at work.
- Providing services and facilities promote healthy lifestyle choices. For example, discounted prices for access to a private leisure and fitness club and providing eligible employees with private health insurance and life insurance.
- Ensuring equal opportunity and fair treatment for all employees, and facilitating open dialogue between management and employees.
- Proactively seeking the views and ideas of employees at the monthly safety talks.
- Raising employee awareness of this and all company policy.

- Seek feedback from our clients and all members of staff.
- Taking all feedback, complaints and compliments seriously.
- Funding and supporting charities and projects.
- Creating partnerships with the local community, working to improve local skills and knowledge.
- Being a considerate neighbour.
- Consulting proactively with statutory authorities and customers.
- Encouraging good working relationships by providing an opportunity for the various departments to mix at social occasions organised and paid for by the company. For example: The annual summer picnic, the annual Christmas night out and various charity events.
- Utilising various social media to promote the company and provide information on ongoing projects.

OPPORTUNITY

Northern Platforms will create opportunity through innovation by:

- Training employees to enable continual improvement and career development and a spirit of innovation.
- Being transparent and promoting external engagement on our Corporate Responsibility Policy.
- Employing a young apprentice from the local area on a regular basis.
- Providing Work Experience Programmes for local school pupils through Aberdeenshire Council.
- Supporting the Princess Trust by regularly allowing work experience placements for young unemployed persons.

CUSTOMERS

- We intend to build long term relationships and establish two-way commitments by earning the trust of customers.
- We will continue our investment in our resources in order to maintain our position as a market leader
- Our mission is to become the first-choice scaffolding company
- We will continually work with our customers to understand their requirements and exceed their expectations
- We are committed to being consistent in all our business activities and to having the highest level of professional and ethical standards.
- We will be open, honest and transparent in all our actions and recognise that success will only be achieved by the integrated team work of all parties involved
- We are committed to being proactive and share our knowledge, experience and innovations with our customers in order to add value to the service at all times
- We will operate a business management system that consistently provides products and services that meet customer and regulatory requirements
- We monitor customer satisfaction and respond as necessary to maintain the highest standards of service

SUPPLY CHAIN

- We will behave legally, honourably and ethically at all times
- Our procurement is achieved in a clear and fair way, rewarding excellence through repeat business and ensuring payment on agreed terms
- We will be fair and honest in our relationships with suppliers and subcontractors
- We will take all reasonable and practical steps to ensure the goods are procured from reputable organisations and manufactured ethically in accordance with local pay and conditions
- Our high standards for health and safety, environmental matters and community relations are communicated to the supply chain
- We operate an approved supplier list where suppliers are audited and authorised by the directors to use.
- We are a member of the Supply Chain Sustainability School.

NPS Endeavour to apply the necessary financial and physical resources required to ensure that all Health & Safety Policies are complied with and that all procedures and policies are regularly audited and updated as required and that all members of staff are consulted and informed of all policies and procedures relating to Health & Safety.

The directors will give full backing of this policy and will support all those who endeavour to carry it out.