



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.

CONSERVATION

Northern Platforms will conserve the environment and natural resources by:

- Preventing Pollution, in particular energy consumption and CO2 emissions, ensuring good resource and waste management practise and maintaining tight controls over recycling and noise. For example shutting down desk computers and monitors overnight. See the Company Environmental Policy for more details.
- Complying with all legal requirements.

CONNECTING WITH PEOPLE

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 policy.
- 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.

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.

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.