

**Corporate Social Responsibility (CSR) Policy**

Harringtons Builders CSR Policy refers to the way in which the company regulates itself in order to ensure that all of its activities positively affect society as a whole. This CSR Policy aims to guarantee that the company works ethically, considers the human rights as well as the social, economic and environmental impacts of what we do as a business. Harringtons Builders PLC, aim to exceed, any relevant legislation, and if legislation does not exist in a particular area, the company will ensure they carry out best practices anyway.

Harringtons Builders PLC are committed to ensuring that any business undertakings are conducted as ethically as possible by following the below policy.

**Who we are and what we do**

Harringtons Builders PLC has been operating for over 50 years in the London region and beyond, the company has grown over those years to become a leading example of how a Ground Works company can maintain huge growth, yet still be a “family” company. Harringtons values its employees above all other issues, without the ethos of “hard work, production & safety” then we would have not been as successful with many, many repeat clients

The company’s main stake holders are:

- Shareholders
- Employees
- Clients
- Supply Chain

**Looking after Employees**

Harringtons Builders PLC meet the legal requirements on Equal Opportunities as per the Human Rights Act 2010. We provide an annual review of such legislation and information to all our employees on this matter. The same applies to the Modern Slavery Act 2015 which is particularly important to us considering the number of colleagues we have with us from countries other than UK.

Harringtons Builders PLC conducts a huge amount of training for its employees to ensure that we are both compliant with the relevant legislation and to keep our workforce up to date on any training requirements. Our company training policy is published to all our employees annually.

Communications within the company are excellent, we use a number of means to communicate, but in the main our employees are either part of our internal email system. In the event that they are not on the internal email system they are provided with information such as Newsletters, Safety Alerts, Company Memo or by post.

Should any internal HR issue be raised at anytime by any of our employees this can be dealt with by our external HR Consultants, these issues should be first raised with your immediate line manager, or in the event that is not effective then they can be raised to Director level.

As a company nothing is more important than the safety of our employees, as such we host an annual Safety Stand Down Day, this can either be on site at the workplace or as a scheduled event at a convenient location.

**Looking after Customers**

Harringtons Builders PLC is very proud of its customer relationships and endeavours at all times to improve that relationship, in particular in customer retention and customer satisfaction, we do have the means for customers to report any concerns to us and they will be logged and acted upon by a member of the Senior Management.

Safety is particularly important to all that work for Harringtons Builders PLC, it is the driving force behind many decisions taken daily. Our Safety Department are providing a service to both our clients and to the employees, in the event that any employee has a safety concern they are required to raise that with their immediate manager or with our internal Health & Safety Department.

Quality is also a very serious concern within the company “getting it right first time” is the way forward, “build it to specification, build it correctly and safely”, meaning we will then have no requirement to return and make any corrections. We have an internal Quality Manager and any concerns that our clients may have should be raised with to that Department.

Date	Doc ID	Version	Page 1 of 2	Date Printed
01 Aug 19	OHS-PY-016	001		22-Feb-21
Process Owner:	Scott Carr		Deputy Process Owner:	Marius Chiratcu

## CORPORATE and SOCIAL RESPONSIBILITY POLICY

We are committed to pen and frank conversation with our all our stake holders, this is particularly relevant when dealing with our clients.

### Suppliers' Standards

All our suppliers are required to provide evidence that they comply with both the Modern Slavery Act 2015 and with the Bribery Act 2010.

Where it is possible and acceptable due to operational reasons, we will always endeavour to use suppliers that are from the local area in which we are working.

We have and do commit to paying our supply chain within the required times scales.

The commitment to maintain clear lines of communication with our supply chain is as important, we will as a company always ensure that these lines are open and maintained.

### Protecting the Environment

Harringtons Builders PLC are committed to protecting the Environment in which we live and work, our company Environment Policy is provided to all our employees both on sites and at our company offices.

The Environment Policy is revised and if necessary updated annually.

### Community Engagement

Harringtons Builders PLC have and continue to support numerous charities and charitable events by means of donations directly to employees or our client's employees.

We encourage employment of local labour wherever possible for both our offices and our construction sites.

### Measurement

It is a requirement of the annual review of this policy to ensure that each of the subject matters raised within this policy is both complied with and adhered too.

Signed by:



Scott Carr  
Director of Health, Safety and Environment  
for and on behalf of Harringtons Builders PLC

Dated: 01<sup>st</sup> February 2021

Date	Doc ID	Version	Page 2 of 2	Date Printed
01 Aug 19	OHS-PY-016	001		22-Feb-21
Process Owner:	Scott Carr	Deputy Process Owner:	Marius Chiratcu	