

Corporate Social Responsibility Policy

18 August 2021



Background and Policy Objectives

We understand our social responsibilities and take these seriously.

Pellikaan Construction Ltd recognise that how we conduct our business operations has an impact on the wider world and, therefore, in managing our business we actively consider how we can use this opportunity to make a positive impact on the people we work with, the communities in our society, the environment and the economy.

The foundation of our business ethics is based upon a number of morals and values that shape how we interact with the world in which we live. These values are at the heart of what we do, and as such, embedded in our day-to-day operations - ensuring we run our business in an honest, ethical, and sustainable way.

We take a responsible attitude, going beyond the minimum legal requirements and follow straightforward principles that apply to all aspects of our business conduct and are relevant to the conduct of individuals and the entire organisation.

We regard our employees, the people in our supply chain, our clients, and the communities that we serve as our stakeholders and ensure that all are treated with respect, honesty, integrity, and openness.

Our objective is to achieve positive stakeholder impact wherever we can. This Policy sets out what we will do to achieve this.

Corporate Social Responsibility (CSR) Policy implementation

(a) The Environment

Pellikaan Construction Ltd takes its environmental responsibilities seriously and has a comprehensive Environmental Management System (EMS) in place.

Integrated into the latter is our legally compliant Environmental Policy, and our Carbon Management Plan.

Our Carbon Management Plan aims to minimise emissions from our business operations and seeks to reduce these on an ongoing basis as part of our commitment to continuous improvement - reflecting our contribution to reduction of climate change.

Our approach to environmental management starts with expert work in partnership with our clients to develop sustainable design solutions.

We will take all reasonable steps in managing operations to minimise environmental footprint. We will also promote best environmental practice – to employees, clients, and our suppliers.

We will regularly review our business practices and performance to identify potential improvements in energy efficiency, reduce consumption of natural resources and minimise waste.

(b) Our Employees

Pellikaan Construction Ltd aim to create a workplace that encourages diversity and equal opportunities for all and support employee health and wellbeing.

We will train, develop, and empower all employees, so that they have the necessary skills, confidence, and ability to perform their duties to a high standard.

We aim to provide job satisfaction in a structured successful business, where there is mutual respect and every person feels responsible for the performance and reputation of the company.

We will treat all employees fairly and equitably from recruitment (- through a fair, transparent Contract of Employment), appraisal, training, and development to promotion - in line with our published Equal Opportunities Policy. Employees will be remunerated at competitive rates of salary and thereby suitably rewarded for the duties they carry out.

We will provide a safe environment for our employees to operate within, in accordance with our dedicated Health & Safety Policy, which fully reflects legislative requirements and construction market best practice.

We will also comply with all applicable employment law and regularly review working practices to ensure ongoing compliance.

Finally, we ensure that our employees have access to Continuous Professional Development (CPD) and have the necessary resources and capabilities to maximise their potential. Our employees benefit from numerous workshops, training programmes and participation in educational opportunities.

(c) Supply Chain

Pellikaan Construction Ltd treats its suppliers fairly and equitably. We operate openly, constructively, and honestly - with a view to supporting long term supplier relationships.

We use local suppliers wherever possible, thereby sustaining local employment and local economic development. We also aim in using local suppliers, to reduce environmental impact associated with deliveries of goods/services.

We capacity build amongst our supply chain, by supporting development and implementation of legally compliant policy approaches where necessary and the application of best business practice.

We also encourage suppliers and sub-contractors to have their own legally compliant environmental, health & safety, equal opportunities, and sustainability policies in place, together with appropriate employees working practices. In this way, we ensure that they take their own CSR commitments seriously.

We expect suppliers to ensure their own supply chain operates ethically without exploitation of employees and complying with all applicable employment, health and safety, environmental and human rights legislation. We reserve the right to audit suppliers own supply chains to verify compliance with this requirement.



(d) Communities and local people

Pellikaan invests in communities surrounding where it does business.

We aim to deliver activity which builds resilient communities and do this by:

- Supporting and encouraging employees to actively help with/ support local community organisations and activities
- Working with passion and pleasure on inspirational projects. As a family business, we pride ourselves on engaging with people and the world around us. If we can bring value for others, we do so with enthusiasm and commitment.
- Working with local Colleges, Learning Providers and CITB to provide critical work experience for young people and Traineeship and Apprenticeship opportunities. We aim to not just provide work experience, but also offer career progression and long-term employment.
- Employing local people where we have vacancies, giving preference to those who are long-term unemployed, from minority groups or redundant and who are the most disadvantaged in society.
- Making available redundant (security-cleared) IT equipment to employees, their children, local schools, and charities
- Providing charitable support to benefit local causes in our communities.

We offer our public funding clients Social Return on Investment (SROI) - bringing community benefit from their contracts with Pellikaan Construction Ltd, and thereby supporting discharge of their duties under the Public Services (Social Value) Act 2012.

(e) Our Business

We operate our business responsibly and accountably by:

- Deploying appropriate systems and working practices for internal compliance (quality, health & safety, environment, equal opportunities, information security, and corporate governance)
- Operating as a Considerate Contractor and in accordance with the Code of Considerate Practice. Pellikaan Construction Ltd is accredited under the Considerate Contractors Scheme.
- Operating a zero-tolerance approach to modern slavery
- Operating in accordance with our legally compliant Anti-bribery Policy

- Managing risks effectively – both financial and non-financial risks
- Pricing our products and services competitively, and offering clients value for money
- Conforming with all applicable local, national, and international law and regulations
- Compliance with the General Data Protection Regulation 2018 (GDPR).

Responsibility

Top level ownership of this CSR Policy is vested in the Managing Director.

However, all Pellikaan Construction Ltd employees are responsible for aligning their conduct in the performance of their duties and everyday responsibilities to this Policy wherever possible.

CSR Training

Our employees will receive training in Policy implementation, followed by periodic refresher training which will take place at least annually.

Training will be organised and recorded by the HR Manager.

Policy Review

This Policy will be reviewed periodically and at least annually to ensure ongoing effectiveness and application of good practice.

Authorisation

Our Managing Director carries responsibility for corporate social responsibility within the business, provides top level commitment and has signed this Policy as such.

Signed:

Name:

Gert-Jan Peeters

Designation: Managing Director

Date: 18 August 2021

