

CORPORATE RESPONSIBILITY STATEMENT

Dollman Ralston Ltd Corporate Social Responsibility (CSR) policy refers to our commitment as an organisation beyond our core business objectives, to be a responsible and ethical participant in the global community.

We recognise that as a company, we have an impact on the world in which we live, and the people we interact with and that our actions impact our employees, our customers and suppliers, the communities in which we live and work, and the environment.

Our CSR policy represents our commitment to operate in an economically, socially, and environmentally sustainable manner, while recognising the interests of our stakeholders and the communities, environments and the economies in which we operate. We understand the consequences of our business activities and will continually seek to work to improve the positive social, economic and environmental outcomes of our operations whilst reducing any negative impacts. We will consult and engage with our stakeholders on issues relating to corporate responsibility and sustainability.

Dollman Ralston Ltd seeks to be a socially responsible company and global community partner and to embody this ideal we have developed an approach to conducting business that encompasses and upholds the following key principles and applies to all our business activities in order to ensure our good corporate citizenship.

Our Philosophy

At Dollman Ralston Ltd, we have implemented and maintained a commitment to be a responsible corporate citizen and positive contributor to the global community since day one. We expect all of our employees to hold themselves to the highest ethical standards, and our corporate mission statement mandates that we will strive to positively impact the people we work with, the people we work for, the areas we work in and the communities we live in. We live these values continuously through our policies and our actions, working to empower personal and professional growth for all of our employees, embrace diversity and inclusion as a tenet of our identity, follow responsible business practices and standards in all our dealings with clients and suppliers.

Policy Elements

Dollman Ralston Ltd strives to be a responsible business representing the highest standards of ethics and professionalism. We continually review best practice guidelines and standards in order to help inform relevant policy areas. It is paramount that Dollman Ralston Ltd is aware of current environmental issues, and informs, educates, and stands with our people and stakeholders to improve the environment and minimise our impact through the adoption of sustainable practices.

Our company's social responsibilities are defined by both compliance and proactiveness. Dollman Ralston Ltd compliance refers to our commitment to upholding all legal requirements, and our willingness to observe, acknowledge, and respect community values and laws. Our proactiveness is manifested by emphasising and recognising human rights locally and globally, and actively engaging with our communities while always protecting and respecting our natural environment through our actions and policies.

Dollman Ralston Ltd implements policies and takes action to drive diversity and inclusion by providing an inclusive environment where all are empowered to share our diverse perspectives and experiences so we can ultimately be better together.

Legal Compliance

Dollman Ralston Ltd will always:

- Respect, abide and uphold all applicable local, county and national legislation to the best of our abilities.
- Honour and review all internal policies for complete and responsible implementation.
- Ensure that all business transactions and relationships are legitimate, free of influence and bribery. Dollman Ralston Ltd has zero tolerance for all forms of bribery, corruption, extortion or embezzlement.
- Keep all partnerships and collaborations transparent and open.
- Recognise that privacy is a fundamental right, and we will comply with all privacy laws and expectations. In addition, we will work whenever possible to ensure that we respect the ability for all to manage their personal data.

Ethical Sourcing and Sustainability

We believe that our commitment to sustainability and ethics extends beyond our own work capabilities and should include the decisions we make as a company about the partners we align with, and the products and

services we buy. Our purchasing policy takes sustainability and ethical sourcing into consideration throughout all stages of the buying cycle, and we encourage our teams to support local and small businesses to minimise carbon footprint and support local economies. We encourage all our employees to consider ethical sourcing and sustainability across all purchases, including office products and supplies, technology, hardware and other plant or equipment purchases. Dollman Ralston Ltd expects our suppliers to treat workers and employees with respect and fairness, to have suitable anti-slavery and human trafficking policies and procedures in place, and to act in accordance with applicable laws.

We expect all of our suppliers, as part of our procurement policy, to abide by the same principles and codes of conduct that we have in place. Accordingly, our suppliers must either agree to adhere to our policies and codes or confirm their adherence to their own codes of business conduct that comprise the same principles.

Protecting the Environment

Dollman Ralston Ltd values our natural environment and the need to protect it. Keeping our environment unpolluted and clean is paramount to the success of our communities and business. We will always follow best practices and guidance and strive to minimise the adverse environmental impact of our construction operations, by actively consulting and engaging with all stakeholders, reducing waste through reuse and recycling and employing initiatives towards energy and water efficiency. We will continually try to identify, research and implement environmentally friendly technologies towards improving our business processes. We will work with carefully selected subcontractors and undertake work using carefully sourced materials to ensure any projects we complete are to a high level and to the satisfaction of our customers and fully meet their requirements and needs.

Our Employees

We recognise the value of human relationships and put people at the heart of our business. We seek to treat all staff fairly and consistently, to create a workplace and business environment that is open, transparent, and trusted. Aligned with this approach, all members of the Dollman Ralston Ltd are required to conduct their activities in accordance with our codes and policies as they are implemented and updated from time to time.

Dollman Ralston Ltd respects all our employees, and we strive to make their experience a positive one in all aspects of their relationship with the company and fully recognise the benefit of a sensible work-life balance, providing flexible working conditions when required. Our success is closely tied to their personal happiness, growth, development, and teamwork, and we work to assess, measure and support the personal and professional growth of our employees at all times, recognising that the success of Dollman Ralston Ltd is led first by the success and happiness of our people.

We require our personnel to act according to the highest standards of honesty and integrity as well as comply with all legal and regulatory requirements, which extend to the protection of human rights and the prohibition of forced labour and human trafficking.

Dollman Ralston as a company, will always ensure that we do not risk the health and safety of our employees and wider community and we avoid harming the lives or safety of the general public, customers, suppliers and we respect the basic human rights of all people, involved in our business activities.

Diversity and Inclusion

Diversity and inclusion are deeply ingrained in all aspects of our mission. These are core tenets to our business because they are aligned to our company's ethics. These policies also have the added value of improving business performance. Studies show that more diverse teams perform better, and companies that have more inclusive environments also experience less turnover, have higher internal morale, and higher productivity rates from their employees. This commitment extends beyond the employee base to the highest levels of ownership and the executive team.

We believe successfully inclusive workplaces begin with thoughtful hiring and recruiting processes that reduce subconscious bias in candidate selection and increase the overall diversity of our workforce.

Our policies, practices, programs, activities, and decisions regarding employment, hiring, assignment, promotion, compensation, volunteerism, apprenticeships and internships are not based on a person's race, colour, sex, age, religion, national origin, disability status, military status, sexual orientation, source of income, parental status, housing status, or other protected status. To help foster the most inclusive climate possible, we provide ongoing diversity and inclusion training to all employees, not just our management teams. We believe this is the only way

to truly shape a more safe, open, and productive work environment at all levels of our business. We strongly encourage any person to join the company and live our shared values.

Community Support

Dollman Ralston Ltd recognises an expectation to have a positive impact on the global community and local areas in which we work, and we promote this expectation throughout the company by proactively encouraging a culture of responsibility and giving across our company.

Dollman Ralston Ltd understands the benefits sourcing local sub-contractors and building supplies local to the area where works are being carried out.

Dollman Ralston Ltd encourages employees to volunteer and undertake charity work activities or participate in fund raising events.

Human Rights

Dollman Ralston Ltd is dedicated to protecting human rights. We practice and commit to equal opportunity employment and will always abide by fair labour practices and will ensure that our activities do not directly or indirectly violate human rights.

We do not tolerate any form of modern slavery or human trafficking in any part of our business and our committed to implementing and improving upon practices to combat modern slavery and human trafficking in our supply chains and throughout our business.

Our policies and commitments, along with the due diligence, training, and reporting steps described in this statement, reflect our ongoing commitment to act ethically and with integrity in our business relationships and to monitor our internal systems to prevent slavery and human trafficking in our business and supply chains.

We observe all international standards and principles relating to human rights within our business and additional detail on our position on human rights can be found in our 'Modern Slavery Act Policy Statement'.

The respect for human rights is an extension of our philosophy of "Respect for the Individual," which centres on initiative, equality and trust. Dollman Ralston Ltd will not engage in business practices or activities that compromise fundamental human rights.

In adhering to the above principles, Dollman Ralston Ltd seeks to communicate its commitment to its customers, suppliers and other business partners, and to the communities in which we live and work. Further, we expect that any party conducting business with Dollman Ralston Ltd will embrace and uphold these principles to the best of their ability.

Dollman Ralston Ltd will measure, monitor and report on our corporate responsibility practices and performance with the aim of continuous improvement.

'This statement will be reviewed annually unless significant changes in the law or industry guidance and practices are forthcoming'.

Signed: 

Managing Director:

Leigh Duly

Date: 1st May 2023