

## Corporate Social Responsibility Policy

At Kilmac we recognise that Corporate Social Responsibility (CSR) matters are of increasing importance to staff and our external stakeholders, including our clients. We believe that having the appropriate policy in place to manage CSR in the workplace is fundamental to the continued success of Kilmac.

Kilmac believes that its CSR Policy shall provide long-term benefits to its employees, customers, partners and individuals in local communities. This Policy will focus on the eight key areas:

- Employees – Kilmac provide very good working conditions and will strive to improve them as and when it is possible, as well as this we will provide equal opportunities to all of our employees. We aim to improve employee satisfaction through training and personal development. Kilmac is also a Living Wage employer.
- Health and safety – Safety and the wellbeing of our employees is our top priority and has been embedded in all activities and processes for the provision of a safe working environment.
- Environmental impacts – At Kilmac we have changed all of our fleet of company cars from diesel to electric. We also aim to manage business activities in order to maximise on reuse of materials on site, looking for recycling opportunities and minimising the risk of pollution, waste and nuisance to neighbours. We aim to minimise depletion of finite resources and encourage the use of renewable energy and heat.
- Relationships with Customers – Understanding and delivering customer needs and expectations.
- Suppliers and Partners – Treating suppliers fairly and driving CSR codes of practice throughout the goods and services supply chain.
- Community involvement – Charitable giving and engagement with local communities through funding, support, employability and work experience programmes. Working in a close partnership with local schools, colleges and universities to assist with the development of new talented people.
- Ethos – Encouraging high standards of professionalism throughout the company and promoting best practice in respect of ethical behaviour.

The Organisation's CSR shall be implemented and maintained through the following key policies:

IMS Policy, Equal Opportunities & Diversity Policy, Environmental Policy, Health & Safety Policy, Modern Slavery Policy, Anti-Bribery Policy, Making a Protected Disclosure Policy and the Anti-Tax Evasion Policy.