

Kilmac Ltd 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 hired-in 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.

Kilmac Ltd confirms its commitment to looking after the environment. It believes that the ability of future generations to meet their own needs should not be compromised.

Kilmac Ltd will carry out our activities in compliance with all relevant environmental regulations. We are committed to continuous, measurable improvement in environmental performance by adopting best practice.

To deliver this, Kilmac aims to:

- Set a sustainability business strategy
- To be a leader in sustainable development in areas relevant to its business
- Work with Clients to pursue, promote and develop sustainable business outcomes
- Promote sustainable practices
- Hold its performance accountable to its staff through objective measurements
- Report on sustainability performance and achievements
- Ensure that Kilmac Directors are involved in the implementation of this policy and in reviewing sustainability performance.

Efficient Use of Energy

Kilmac Ltd will respond to the national need to reduce CO₂ emissions to combat global climate change. We will seek to minimise energy use in every area of work including transport, heating and lighting. We will continue to improve energy efficiency where possible within all buildings and on all sites and promote renewable energy development.

Reduction of Transport Impacts

To reduce energy consumption and air pollution, Kilmac Ltd will seek to reduce dependence on road transportation including journeys to work, business mileage and fleet operation. We will source our supplies from local companies to reduce carbon emissions.

Reduction of Water Waste

Kilmac Ltd will minimise water consumption during building works, where possible. It will seek to implement measures to reduce pollution entering wastewater and to recycle water wherever possible.

Minimisation of Waste

Kilmac Ltd will minimise production of waste by avoiding the purchase of materials which produce excessive waste and by ensuring reuse, repair and recycling. Kilmac will dispose of its waste in a safe and responsible way.

Reduction of Paper Consumption

Kilmac will minimise paper consumption and maximise the proportion from sustainable sources and recycled materials. It will maximise the proportion of wastepaper diverted from landfill using the most sustainable waste management option available. Incoming mail will be scanned and forwarded electronically to applicable persons.

Resource –Efficient Information Technology

Kilmac will develop a sustainable approach towards future investments and IT. It will not only minimise waste of energy and materials in all aspects of use and replacement, but also identify new roles for which are effective in reducing waste.

Sustainable Purchasing Policy

To deliver services that minimise adverse environmental impact, Kilmac operate purchasing practices in accordance with this policy. Opportunities will be sought for local sourcing to support local employment and reduce transport impacts. Contractors working on behalf of Kilmac will be encouraged to adopt an appropriate environmental policy.

Timber Sourcing-

All timber is sourced from FSC or PEFC accredited suppliers with chain of custody certification provided.

Reinforcement

All reinforcement is sourced from CARES accredited suppliers.

Raising Awareness

Kilmac will ensure that all staff are familiar with this policy and promote awareness of their own responsibilities towards the environment.

Measuring Progress

To fulfil this policy commitment, Kilmac will develop a set of environmental sustainability performance indicators based upon this policy at the end of each Director Review. These indicators will be monitored annually and reported to the board for further development.

A handwritten signature in black ink, appearing to read 'Richard Kilcullen', with a horizontal line underneath.

Richard Kilcullen

Kilmac Group Director

Date: 29.01.25