

Corporate Social Responsibility Policy

JEFFERIES CONTRACTORS LTD seeks to be a good corporate citizen in everything it does.

We recognise that the promotion of our corporate social responsibility across the company, our people and via our involvement in the communities in which we are present, is key to our future strategy.

We are committed to continually improving our social and environmental performance, with the clear objective to ensure that our activities contribute to the sustainable development of the communities in which we operate.

JEFFERIES CONTRACTORS LTD aims to be recognised as an organisation that is both transparent and ethical in its operations embedding CSR into its policies and practices to the benefit of staff as well as the wider community. It is committed to the following core principles in all aspects of its work and the fulfilment of its social responsibilities:

1. JEFFERIES CONTRACTORS LTD's approach to sustainable construction and its commitment to reduce emissions. The company will consciously monitor the impact that its activities have on the environment and will minimise any negative impact in a way that is safe, practical and economically viable to do so.
2. JEFFERIES CONTRACTORS LTD seeks to enhance the environment where it operates, using land efficiently, protect biodiversity and where possible use materials, suppliers, labour and resources entirely local to its operations.
3. The company will carefully monitor the use of natural resources and appropriate construction methods.

4. JEFFERIES CONTRACTORS LTD is focussed on delivering a quality construction solution and reliable service and will undertake a programme of continuous improvement, staff training and development to ensure its personnel have the skills to do so
5. The company's activities and relationships will be undertaken with integrity in an ethical, honest and transparent manner.
6. JEFFERIES CONTRACTORS LTD seeks to develop and maintain long term and successful relationships with its customers and supply chain partners founded on a bond of trust, respect, knowledge, delivery and service standards.
7. The health and safety of our people is of the highest priority and cannot be compromised. Our objective is to have a workplace free of incidents and injuries and our Health and Safety Policy is being constantly reviewed and adjusted where appropriate to achieve this aim.
8. The company will benchmark and monitor its CSR policy progress year on year against agreed objectives and targets. It will identify and report upon key performance indicators in support of those objectives.
9. JEFFERIES CONTRACTORS LTD will comply with all current and relevant legislation and seek further opportunities to add value to its sustainability targets through constant improvement.
10. We regard the companies in our supply chain as our partners and we encourage them to adopt responsible business practices and practices for mutual benefit.

The Managing Director is responsible for this policy and supported by the other directors. This policy is reviewed annually to ensure its continuing suitability and alignment to business strategy

Terry Ware
Managing Director