



Corporate Social Responsibility (CSR) Policy

CCUtilities Ltd is committed to conducting business responsibly and delivering value to our clients, suppliers, employees, and the communities in which we operate. We recognise that our success is directly linked to the well-being of these stakeholders and the environment. This policy sets out our core CSR principles and the actions we will take to fulfil our commitments.

Guiding Principles

- **Integrity and Ethics** – We conduct all activities with honesty, fairness, and accountability, upholding the highest ethical standards.
- **Quality and Continuous Improvement** – We deliver high-quality services and continually seek ways to improve efficiency while reducing our environmental impact.
- **Environmental Stewardship** – We minimise our environmental footprint through responsible resource management, waste reduction, and adoption of sustainable practices.
- **Health and Safety** – We prioritise the safety and well-being of employees, contractors, and partners by implementing comprehensive safety programmes and risk management systems.
- **Community Engagement** – We actively support the needs of local communities, building long-term partnerships, promoting volunteerism, and contributing to charitable initiatives.
- **Diversity and Inclusion** – We foster an inclusive and supportive workplace where all employees are respected and have equal access to opportunities.
- **Responsible Supply Chain** – We work with suppliers who share our values on ethics, sustainability, and social responsibility.
- **Governance and Transparency** – We integrate CSR goals into our governance framework and provide open, transparent reporting to stakeholders.



Our Commitments

Environment

- Reduce greenhouse gas emissions in line with **CCUtilities Ltd** Carbon Reduction targets through energy efficiency, renewable energy, and sustainable operations.
- Implement sustainable procurement practices, prioritising recycled and low-impact materials.
- Support biodiversity and environmental education initiatives through partnerships with environmental organisations.

Employees

- Provide competitive pay, benefits, and professional development opportunities.
- Promote diversity and inclusion through training, awareness programmes, and fair employment practices.
- Maintain a healthy and safe workplace through robust safety systems and mental health support.

Communities

- Invest in local community projects and charitable giving.
- Partner with local businesses and organisations to create shared value.
- Encourage and support employee volunteerism in community activities.

Suppliers

- Develop and implement a **Supplier Code of Conduct** aligned with our CSR principles.
- Collaborate with suppliers to embed sustainability and ethical practices across the supply chain.
- Conduct audits and assessments to ensure compliance and drive continuous improvement.



Transparency and Reporting

- Publish an annual CSR report outlining progress, challenges, and future goals.
- Provide open channels of communication for stakeholders to share feedback and engage in dialogue.

Implementation and Monitoring

- Responsibility for CSR implementation rests with the **Senior Management Team**.
- A dedicated **CSR Committee**, with representation from across departments, will oversee delivery, accountability, and performance monitoring.
- This policy will be reviewed regularly to reflect changing priorities, stakeholder expectations, and industry best practice.

CCUtilities Ltd believes that responsible business practices are not only an obligation but also a key driver of long-term success. By committing to the principles set out in this policy, we aim to act as a positive force in the communities we serve, leaving a legacy of sustainable growth and responsible business operations.

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Policy Owner: Managing Director, CCUtilities Ltd

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