

Corporate Social Responsibility



Purpose

The purpose of this policy is to outline what OnSite Central Ltd, Integrated Water Services Ltd (M&E) and G Stow Plc stand for and to ensure our ethical, environmental, and social responsibilities are understood, embedded, and practiced across all levels of the business. This document also supports our external communications to stakeholders and partners.

Scope

This policy applies to all employees, contractors, suppliers, and sub-contractors of OnSite Central Ltd, Integrated Water Services Ltd (M&E) and G Stow Plc, whether engaged on a temporary, part-time, full-time, or consultancy basis.

Policy Statement

We believe our responsibilities extend beyond financial performance. We acknowledge that our operations impact the environment, society, and the wider public. We are committed to ethical and sustainable business conduct, prioritising fairness, transparency, and accountability in all dealings.

We aim to:

- Eliminate practices that may harm stakeholders or the environment.
- Actively implement initiatives that improve community engagement, employee wellbeing, and sustainability.

We are committed to:

- Complying with relevant legislation and ISO 26000 guidance.
- Promoting safe and healthy working conditions.
- Embracing diversity and inclusion in our hiring and management practices.
- Collaborating with local communities for mutual growth.
- Including social, environmental, and ethical factors in decision-making.
- Delivering comprehensive training on CSR.
- Appointing senior leadership to champion CSR efforts.

Business Principles

We operate under the following principles:

- Adherence to all relevant UK laws and regulations.
- Providing a safe and healthy working environment.
- Zero tolerance for discrimination or harassment.
- Proactive environmental stewardship.
- Honesty and transparency in communication.
- No political donations.
- Prohibition of bribery and corruption.
- Avoidance of conflicts of interest.
- Encouraging employees to report unethical behaviour.
- Active participation in community development.
- Respect for legal and moral rights of all individuals.

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Compliance with Legislation

We are committed to full compliance with all applicable laws, rules, and regulations. We cooperate openly with public authorities and regulatory bodies.

Equality and Diversity

We strive for a culture that values diverse backgrounds and experiences. We are committed to fair and inclusive practices that allow all employees to contribute meaningfully. We:

- Provide equal opportunities for employment and advancement.
- Prohibit all forms of discrimination based on protected characteristics.
- Recognise direct, indirect, associative, and victimisation forms of discrimination.
- Value the positive impact of diversity on innovation, service quality, and community representation.

Harassment and Bullying

Harassment and bullying have no place in our businesses. We acknowledge their detrimental effects on health, safety, morale, and productivity. We:

- Provide clear procedures to address harassment or bullying.
- Support employees who report misconduct.
- Treat retaliation against complainants as a serious disciplinary offence.

Health, Safety and Environment

We operate across diverse infrastructure and engineering sectors. The safety and wellbeing of employees, clients, and the public is our top priority. We are committed to:

- Providing safe plant, equipment, and working environments.
- Managing hazardous materials responsibly.
- Offering training, PPE, and supervision to ensure safety.
- Preventing pollution and reducing environmental impacts.
- Monitoring KPIs and pursuing continuous improvement.

Please refer to the company Health and Safety and Environmental Policies.

Whistleblowing

We promote a culture of openness and accountability. All staff are encouraged to report wrongdoing, including unethical, illegal, or unsafe behaviour, without fear of retaliation. Reports will be handled confidentially and fairly.

Anti-Slavery

We have zero tolerance for modern slavery in all forms. We:

- Ensure transparency in our operations and supply chains.
- Expect our suppliers to adhere to the Modern Slavery Act 2015.
- Oppose child labour and ensure any youth engagement is appropriate and regulated.
- Conduct DBS checks where employees interact with young people.

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Ethics & Business Conduct

We uphold integrity in all business dealings. Our standards include:

- Honest and accurate marketing.
- Fair competition practices.
- Respecting confidential information.
- Timely and fair handling of complaints.
- No infringement on IP rights.
- Transparent and ethical supplier relationships.

Anti-Bribery

We:

- Have zero tolerance for bribery or corruption.
- Expect employees to distinguish between genuine gifts and inducements.
- Treat breaches of this policy as gross misconduct.
- Promote a culture of honesty and compliance with the Bribery Act.

Supporting the Community

We are committed to making a positive impact through our Project Cascade initiative. Each business unit is encouraged to engage in local charitable and community support programmes, with access to central funding and resources.

General Business Conduct

Our core standards include:

- Delivering excellent service to clients.
- Prioritising safety for all stakeholders.
- Operating within UK legislation.
- Maintaining professionalism at all times.

Responsibility

The Managing Director is responsible for maintaining and implementing this policy across their respective businesses. They must ensure alignment with related internal policies and continuous improvement efforts.

Review and Continuous Improvement

This policy will be reviewed periodically to ensure continued effectiveness, compliance with legal requirements, and alignment with best practices.

Date	Version Number	Reviewed By	Changes Made
01/04/2025	1.0	Catherine Henderson	Creation of Business Policy