



## CORPORATE SOCIAL RESPONSIBILITY POLICY STATEMENT

D&D Rail Ltd recognises that we must integrate our business values and operations to meet the expectations of our stakeholders which includes clients, employees, suppliers, sub-contractors, the community and the environment.

- We recognise that our social, economic and environmental responsibilities to these stakeholders are integral to our business. We aim to demonstrate these responsibilities through our actions and within our company policies.
- We take seriously all feedback that we receive from our stakeholders and, where possible, maintain open dialogue to ensure that we fulfil the requirements outlined within this policy.

The Managing Director is responsible for the implementation of this policy and will make the necessary resources available to realise our corporate responsibilities. However, all employees of D&D Rail have a responsibility to help ensure the successful performance of this policy.

### Business ethics

- Meet, and where possible, exceed all relevant legal requirements.
- Behave with honesty and integrity in all our activities and relationships with others.
- Act ethically and fairly at all times in our dealings with our stakeholders.
- Ensure our contracts clearly set out the agreed terms, conditions and the basis of our relationship.
- Operate in a way that safeguards against unfair business practices.
- Maintain adequate internal controls to ensure standards are met.

### Managing our environmental impacts

- Continually improve our environmental performance wherever practicable and prevent pollution.
- Make the most efficient and effective use of all resources, encouraging all staff to develop a sustainable approach to their work.
- Minimise carbon emissions from business travel by avoiding unnecessary travel and travelling by public transport unless there are reasons why this is not practicable or if there are other circumstances that would impede efficiency or effectiveness.
- Identify and implement cost-effective energy and water conservation measures.
- Reduce the amount of waste generated and disposed to landfill by minimising waste, and recycling wherever possible.

### Procurement

- Encourage suppliers and sub-contractors to adopt responsible business policies and practices for mutual benefit.
- Work with our suppliers to help us achieve our sustainable and socially responsible procurement aspirations in the delivery of our products and services.
- Reviewing supply chains to understand where there the highest risk of slavery is, and including obligations to comply with the UK Modern Slavery Act within contracts.

### Our people

- Operate an equal opportunities policy for all present and potential future employees.
- Respect the rights and dignity of every employee and treat them fairly and without discrimination.
- Provide, and maintain, a clean, healthy and safe working environment.
- Encourage team working and the sharing of knowledge throughout the organisation.
- Provide a safe, fulfilling and rewarding career for all our employees.
- Ensuring all UK workers are in receipt of the minimum wage, with robust immigration checks in place via the use of Hudson Contract Services Limited.

### In the community

- Encourage staff who wish to undertake voluntary activities to do so.

This policy is to be reviewed annually (as a minimum) unless there are changes in the responsibilities of the persons named within it or other changes of substance, in which case a revised policy will be issued immediately to all existing policy holders.

A handwritten signature in black ink, appearing to read 'David Farrow', is written over a thin horizontal line.

**David Farrow M.B.E.**  
Managing Director  
D&D Rail Limited

4<sup>th</sup> July 2024