



# CORPORATE SOCIAL RESPONSIBILITY POLICY

## 1.0 ABOUT THIS POLICY

1.1 This policy applies to Anolian Excavations Limited.

1.2 Our Corporate Social Responsibility (CSR) company policy refers to our responsibility towards our environment and those who work within it.

1.3 Anolian Excavations Ltd want to be a responsible business that meets the highest standards of ethics and professionalism.

1.4 The organisation's social responsibility falls under two categories: compliance and proactiveness. Compliance refers to our company's commitment to legislation and willingness to observe community values and recognised industry practices. Proactiveness is every initiative to promote human rights and protect our natural environment.

## 2.0 COMPLIANCE WITH LEGISLATION

2.1 The company will:

- Respect the UK legislation requirements
- Devise and implement internal policies and procedures
- Ensure that all its business operations are legitimate
- Keep every partnership and collaboration open and transparent

## 3.0 BUSINESS ETHICS

3.1 The company will:

- Conduct its business with integrity and respect to human rights
- Promote safety and fair trading
- Engage and show respect towards the consumer
- Devise and implement anti-bribery and anti-corruption policies, procedures and practices

## 4.0 PROTECTING THE ENVIRONMENT

4.1 The organisation recognises the need to protect the natural environment. Keeping our environment clean and unpolluted is a benefit to all and future generations. Anolian Excavations will follow legal and best practices when disposing of all waste streams. Protecting the environment also includes flora and fauna.

## 5.0 PROTECTING PEOPLE

5.1 Anolian Excavations will ensure so far as is reasonably practicable, the health, safety and welfare of its staff at work and to those not employed that may be affected by its undertaking.

## 6.0 HUMAN RIGHTS

6.1 The company is dedicated to protecting human rights. It is committed to equal opportunity and will abide by all fair labour practices. We'll ensure that our activities do not directly or indirectly violate the human rights of our employees.

## 7.0 PROACTIVENESS

7.1 Apart from legal obligations, the company will proactively protect the environment. Examples of relevant activities include:

- Recycling
- Conserving energy
- Using environmentally-friendly technologies and substances

7.2 The company will actively invest in Research and Development (R&D), where required. The management team will be open to suggestions and listen carefully to ideas. The company will try to continuously improve the way it operates.

The company's policy statement will be monitored and updated as part of its continuous improvement plan.

**Signed:**  \_\_\_\_\_

Chris Lee

**Position:** Chief Executive Officer

**Date:** January 2024