

## Sustainability Policy

---

### Statement:

E.G. Carter & Co. Limited is committed to building a sustainable business measured not only in economic terms but also in environmental and social impact. These three measures are often referred to as the 'Triple bottom line'

### Economic Performance

E.G. Carter & Co. Limited aims to be a growing and profitable business and will use sustainable policies to achieve this.

### Environmental Responsibility

E.G. Carter & Co. Limited aims to minimise its negative impact on the environment and minimise the use of natural resources by ultimately adopting an environmental management system, effective supply chain management, waste minimisation techniques and sustainable design.

### Social Responsibility:

E.G. Carter & Co. Limited will commit suitable resources sufficient to implement effective health and safety management systems, adopt best available practices and engage our people and business partners in driving continuous performance improvement.

We will seek to support the communities in which we work.

### Key Actions:

- We will attract, develop and retain excellent people
- We shall be fair in recruitment, promotion, and development of our people
- All employees will have an annual training, development and performance assessment
- We will be an equal opportunities employer. All employees and potential employees shall have equal opportunities irrespective of race, colour, disability, marital status, gender, sexual orientation, religion or belief.
- All employees will receive regular communication about the Company's activities
- We will monitor and evaluate training activity and expenditure
- We will seek to support the communities in which we work by developing employment opportunities wherever possible.

### Key Indicators of Success

- We will retain our Investors in People accreditation
- We will ensure that we do not receive any prohibition / improvement notices from HSE
- We will not have any complaints from residents local to our offices or sites
- There will be no complaints about any employee concerning their ethical business conduct.

The Managing Director, Michael Carter, has ultimate responsibility for Sustainability Policy