

Corporate Social Responsibility Policy Statement



October 2025

Britcon recognise that our social, environmental and ethical conduct has an impact on our reputation. We therefore take our corporate social responsibilities (CSR) seriously and are committed to advancing our policies and systems across the company to ensure we address and monitor all aspects of CSR that are relevant to our business. These include good ethical behaviour, concern for employee health and safety, care for the environment and community involvement. Britcon strive to maintain a productive and open dialogue with all parties who may have an interest in our activities including stakeholders, customers, suppliers, employees and the community.

We have an established customer focus programme, conduct regular customer satisfaction surveys, monitor supplier performance and actively encourage feedback from our stakeholders, customers, suppliers and employees. It is intended to utilise our website as one of the main routes for providing information to interested parties and for contacting us.

Our Corporate Social Responsibility Policy is aligned with current UK legislation, including the Procurement Act 2023 and the UK Sustainability Reporting Standards. We are committed to meeting all statutory and regulatory requirements for social value, sustainability, and ethical business conduct.

Ethics

Britcon expects that all of its business is conducted in compliance with the highest ethical standards of business practice. We apply these standards to all dealings with employees, customers, suppliers and other stakeholders. The Britcon Ethical Trading Policy, which has been approved by the Board has been developed to ensure that business is conducted in adherence with high ethical and legal principles and sets standards of professionalism and integrity for all employees and operations nationwide. As part of the Britcon approach to ethical trading, employees may report, in confidence, suspected wrongdoings, without fear of repercussions.

Our ethical standards are informed by ISO 26000 processes and include supply chain due diligence, anti-bribery, and anti-corruption measures. We ensure our suppliers and partners adhere to these standards.

Employees

Britcon aims to attract, retain and motivate the highest calibre of employees within the context of an operating structure that encourages their development and initiative. As a company driven largely by technological innovation our main assets are the talents and skills of the people we employ.

Employees are provided with a continuing learning and development opportunity to fulfil their potential and this process is managed to align development with Britcon's strategic goals and objectives. Formal performance management processes are now operating throughout the company, linked to the vision and values of the organisation. These processes are reinforced with appropriate remuneration and incentive systems.

The development of our performance management systems enables Britcon to deliver appropriate training programmes which, when coupled with recruitment from the education sector at undergraduate and postgraduate levels, reinforces our commitment to learning and development.

Management development and succession planning are processes which are recognised as being critical to the future success of Britcon. They are constantly re-evaluated particularly relating to the volatile marketplace in which Britcon operates. We also believe that it is important to reward innovation and the continuous development of the organisation and recognition programmes have been implemented across Britcon. As the importance of human resources (HR) to the strategic planning process is recognised, we have implemented a HR system to help facilitate organisational development.

Britcon is committed to providing equality of opportunity to all existing and prospective employees without unlawful or unfair discrimination. Full support is given to the employment and advancement of disabled persons and this is reinforced through the Britcon Equal Opportunities Policy. We actively promote diversity, equity, and inclusion (DEI) across all levels of the organisation, fostering a culture of belonging and representation. The importance of two-way communication is recognised particularly as it relates to the business and its performance. A variety of tools are utilised to achieve this including senior management briefings, anonymous surveys, and increasing use of online communication through our Extranet and Intranet Capability.

Health and Safety

All Britcon's directors have responsibility for health and safety performance. Britcon implements and adheres to a Health and Safety Policy Statement and a management system compliant with BS ISO 45001:2018. Each operational unit within Britcon has a senior individual designated as being responsible for ensuring the business conforms to statutory regulations as well as company policy. Britcon have regular designated health and safety awareness training, particularly at construction sites. Britcon's health and safety performance and significant risk exposures are reviewed regularly by management and the Board of Directors.

Environmental

Good environmental practice and the impact that our operations have on the environment are of great importance to Britcon. Britcon implements and adheres to an Environmental Policy Statement and a management system compliant with BS EN ISO 14001:2015. All divisions of the company are required to comply with company policy and local statutory regulations and are encouraged to set their own environmental targets. As a carbon-neutral business, we are committed to achieving net-zero carbon emissions and regularly reviews its environmental targets in line with the latest amendments to ISO 14001 and UK climate action requirements. Our environmental reporting is aligned with the UK Sustainability Reporting Standards and independently validated.

Customers

Our business and livelihood depend upon our customers. Every employee is responsible for ensuring that any contact with our customers and the public at large reflects professionalism, efficiency and honesty. We constantly strive to provide high quality service and products and good value for money. Britcon is committed to creating and sustaining long-term value for customers.

Community

Britcon recognises the importance of local communities to our business and strive to be a responsible partner in the communities in which we operate. Britcon is part of a bigger system of people, values, stakeholders, organisations and environment, and as such has a responsibility to achieve a positive impact wherever possible. Britcon believes in investing into the communities in which it operates through better selection and improved usage of local products and services. Britcon also encourage suppliers to adopt practices that minimise their community impact and deliver benefits in relation to their own operations and throughout the supply chains in which they operate. Britcon works in partnership whenever possible with local stakeholders to achieve mutually beneficial outcomes.

Britcon Foundation

Our charity foundation supports local charities and organisations in the communities we work in. Money raised and volunteering are donated to nominated charities and identified good causes.

Social Value

We are committed to creating social value through our projects and operations. We set SMART targets including SROIs to deliver positive, lasting impacts in the communities where we operate by supporting local employment, skills development, and community engagement initiatives. Our approach includes prioritising local suppliers, promoting inclusivity, and ensuring that our activities contribute to the well-being of both current and future generations. By embedding social value into our decision-making processes, we aim to foster stronger, more resilient communities while upholding our responsibilities to sustainability and ethical practices. Britcon embeds the mandatory Social Value Model, Procurement Act 2023 and PPN 002 aligned into all public sector contracts and procurement activities. We measure and report social value outcomes using social value calculators in accordance with government guidance, ensuring transparency and accountability.

Signed on behalf of the board of directors:

A handwritten signature in black ink, appearing to read 'Nick Shepherd', written over a horizontal line.

Nick Shepherd, Managing Director