

Treleigh Holdings Ltd

Overall and final responsibility for Corporate Social Responsibility (CSR) is that of.

James Gazzard

Group Managing Director

The Company Treleigh Holdings Ltd believe that a commitment to the principles of corporate social responsibility (CSR) not only makes good business sense but also complements our core business strategy and corporate values. Our policy is based on the following principles:

- To minimise the impact and maximise the benefits that our work has on the environment and people around us.
- To integrate our CSR considerations into all our business decisions.
- To comply with, and exceed where practicable, all applicable legislation, regulations and codes of practice.
- To review, annually report, and to continually strive to improve our CSR performance.

In developing our strategy and setting out our policy for the first time we aim to deliver gradual but continuous improvements in our performance every year. As a result, our approach continues to evolve as we learn lessons along the way. To help define our policy we have divided it into four key areas:

1. Community Engagement - We recognise that we play an important role in our local communities, and we aim to make the communities in which we operate better places. We encourage and empower our employees to get involved with their local communities and use their skills and where possible the Company's resources to help create a mutual benefit.

2. Employee Wellbeing - We value the health, safety and wellbeing of our employees and are committed to providing a safe and healthy work environment. We promote diversity and inclusion, equal opportunities and strive to ensure all employees enjoy their work and have opportunities to consistently amaze our customers through their friendly expertise. As such, we continue to invest in apprenticeship and leadership development programs and actively look for ways in which we can promote and increase the diversity of our workforce.

3. Environmental Management – We know that our work has an impact on the environment and that we have a duty to manage that impact in a responsible and ethical manner. We do this through identifying all significant environmental impacts and putting processes into place to reduce waste and omissions, conserving energy and natural resources, and promoting environmentally friendly products and services. This also makes good business sense.

4. Responsible Ethical Business Practices - We are committed to maintaining high standards within our business. We oppose the exploitation of workers, and we will not tolerate forced labour, or labour which involves physical, verbal or psychological harassment, or intimidation of any kind. We will not accept human trafficking or the exploitation of children and young people in our business and undertake all reasonable and practical steps to ensure that these standards are maintained. We do not engage in any form of corruption, bribery or discrimination, and uphold fair and ethical business practices in all our dealings.

We regularly review and update our CSR policy to ensure that we are meeting our commitments and making a positive impact on society and the environment. Further this policy will be made freely available to all interested parties. We welcome feedback regarding our CSR performance and seek to continuously improve our practices.

Signed.......... Dated.....17/05/23.....

(Name and Role within Company)...James Gazzard Group Managing Director.....

Dated 17th May 2023

Next review date: 17th May 2024
