



EAST THAMES
AGGREGATES
LIMITED

EAST THAMES AGGREGATES LTD

CORPORATE SOCIAL

RESPONSIBILITY POLICY

April 2025

Corporate Social Responsibility Policy

Introduction:

At East Thames Aggregates Ltd, we believe that our success is not only measured by financial performance but, also by our commitment to the well-being of the environment in which we operate, and customer's (stakeholders), and wider community, and we acknowledge our responsibility to operate in a sustainable and socially responsible manner.

This Corporate Social Responsibility (CSR) Policy outlines our commitments and actions towards creating a positive impact on society and the environment.

Environmental Sustainability:

- **Energy Conservation:** We are committed to minimising our energy consumption by implementing energy-efficient technologies, optimising operational processes, and promoting awareness among employees and guests.
- **Water Management:** We strive to conserve water resources by employing water-saving options, by promoting responsible water usage practices, and regularly monitoring water consumption.
- **Waste Reduction:** We aim to minimise waste generation through the reduction of consumable products and taking onboard new recycling initiatives, and responsible waste disposal practices. We encourage employees and guests to participate in waste reduction efforts.
- **Sustainable Procurement:** We will prioritise purchasing environmentally friendly products and services, including those with minimal packaging, recycled content, and eco-certifications, including going digital wherever we can.

Social Responsibility:

- **Charitable Organisations:** We will be dedicated in supporting chosen community funding activities from a chosen list, which will be changed annually, and will continue to contribute to these charitable causes.
- **Employee Well-being:** We are committed to providing a safe, inclusive, and supportive work environment for our employees. We promote diversity, equal opportunities, and ongoing training and development.
- **Customer Satisfaction:** We will endeavour to give high customer satisfaction by delivering good service, with products fit for purpose, and will seek feedback to continually improve our offerings.
- **Sustainability:** We will promote where possible and best practicable, recycled products over primary - sources, and educating end users about sustainable alternatives and minimise CO2 omissions.

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Ethical Business Practices:

- Integrity and Transparency: We conduct our business with honesty, integrity, and transparency, adhering to all applicable laws, regulations, and ethical standards.
- Supplier Relations: We maintain fair and ethical relationships with our suppliers and hauliers, by ensuring compliance with ethically sourced materials and promoting fair labour standards throughout our supply chain.
- Anti-discrimination and Diversity: We prohibit discrimination of any kind and promote diversity and inclusion in every area of our operations, and encourage "Whistle-Blower".
- Corporate Governance: We uphold high standards of corporate governance, accountability, and risk management to ensure the long-term sustainability of our business.

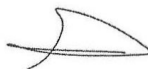
Continuous Improvement

- Monitoring and Reporting: We regularly monitor our CSR performance, and continue to make improvements, where necessary, and report transparently on our progress to stakeholders.
- Stakeholder Engagement: We actively encourage stakeholders involvement, including employees, suppliers and hauliers, and trust will raise any concerns that will aid in improving any section of our CSR initiatives.
- Innovation and Adaptation: We continuously seek new solutions and best practices to enhance our CSR efforts, adapt to the ever changing environment, and address emerging social challenges.

Conclusion:

At East Thames Aggregates Ltd, we are committed to conducting our business in a responsible and sustainable manner, guided by the principles outlined in this CSR Policy. We recognise that our actions have a broader impact on the wider community and the environment, and are dedicated to making a positive impact in the areas in which we operate. By embracing our CSR commitments, we aim to create lasting value for our stakeholders while contributing to a more sustainable and positive future.

Approved by Managing Director:
Mr. J A Rogers



Date: 28th Day of April 2025

April 2025



Certificate No:48942000