

Corporate Social Responsibility Policy

Introduction

Reliable Contractors Ltd recognises that operating ethically and with responsibility to our stakeholders, customers, employees, investors, suppliers, and the wider community which is essential for long-term success. We are committed to meeting the social, economic, and environmental expectations of our stakeholders by embedding sustainability and responsible governance in all our business activities.

As a company, we are committed to integrating the core principles of ISO 25700:2022, which include accountability, transparency, and ethical decision-making, into all aspects of our operations and relationships.

Responsibility to Stakeholders

We understand our social, environmental, and economic responsibilities to our stakeholders. By embracing the guidance of ISO 25700:2022, we demonstrate these responsibilities through both our actions and corporate policies, ensuring we:

- Operate transparently and ethically.
- Actively engage stakeholders in the development and implementation of responsible practices.
- Regularly seek feedback and provide avenues for stakeholder communication and dialogue.

Communication and Governance

We will maintain clear and transparent communication with stakeholders regarding our strategies, targets, and performance. Our governance structure will ensure that our sustainability and social responsibility initiatives are integrated across all levels of the organisation and aligned with our overall business objectives. This includes:

- Regular updates on our progress toward sustainability goals.
- Transparent reporting on key performance indicators (KPIs) related to social, environmental, and ethical factors.
- Reaffirming our commitment to a percentage the UN Sustainable Development Goals (SDGs), as they provide a global framework for responsible business practices.

Responsibility for Implementation

The Managing Director, Brian Greene, holds overall responsibility for implementing this policy. The company will allocate the necessary resources and provide ongoing support for the effective execution of CSR initiatives. All employees are responsible for adhering to this policy and contributing to the company's efforts to create a responsible and sustainable business environment.

Focus Areas

- **Business Performance and Risk Management:** The company will ensure that business performance remains high while managing operational, reputational, and environmental risks. This includes upholding the values of honesty, partnership, and fairness in relationships with all stakeholders.
- **Supporting External Stakeholders:** The company will support the development of external stakeholders, including suppliers and business partners, by offering training and development opportunities. These efforts align with our commitment to sustainable supply chains and encourage mutual growth and ethical collaboration.
- **Fair Business Practices:** Contracts and business relationships will be structured to safeguard against unethical practices such as bribery, corruption, and labour exploitation, aligning with ISO guidelines on business ethics and governance.

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Employee Engagement and Development

We value our employees as key drivers of our success and are committed to promoting Diversity, Equity, Inclusion, and Belonging (DEIB). We will continue to support employee engagement through:

- Clear terms of employment that prioritise fairness and equality.
- Ongoing professional development and training to encourage lifelong learning and growth.
- Support for employees in their community engagement, particularly through charitable activities aligned with the company's values.

Employee Well-being and Remuneration

We commit to upholding a fair and equitable employee remuneration policy, in alignment with ISO 25700:2022 principles on fair and ethical treatment of employees. We will continue to maintain forums for employee consultation on business decisions, ensuring:

- Transparent and ethical compensation practices.
- Support for the well-being of all employees, particularly through a safe and supportive work environment.

Workplace Environment and Safety

Ensuring a healthy and safe working environment is a cornerstone of our CSR efforts. We will continue to adhere to all relevant health and safety standards, as well as continuously improve employee welfare initiatives. This aligns with the company's focus on employee health and well-being.

Environmental Responsibility

We are dedicated to reducing our environmental footprint, conserving natural resources, and minimising our impact on climate change. These goals are embedded in our business planning processes and align with ISO 25700:2022 commitment to environmental sustainability. We will continue to:

- Reduce energy consumption, waste, and emissions.
- Develop sustainable products and services.
- Integrate climate risk assessments into business decision-making.

Implementation and Monitoring

To ensure the effectiveness of this policy, we will:

- Conduct periodic reviews and performance assessments to monitor the progress of our CSR initiatives.
- Gather stakeholder feedback to refine and improve our practices continually.
- Align our CSR objectives with the ISO 25700:2022 framework, ensuring all initiatives promote ethical business conduct, transparency, and sustainability.

The Managing Director and the CSR team will oversee the policy's implementation, ensuring that all initiatives are consistent with our core values and strategic objectives.

Signed:



B Greene
Managing Director
Dated: 31st January 2026

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