



**CORPORATE SOCIAL RESPONSIBILITY (CSR)
STATEMENT & POLICY**

1. OUR COMMUNITIES

Comharra LTD believes that CSR is integral to our business. We are dedicated to making a positive contribution to our communities, being a good employer and minimising our Environmental impacts

2. OUR WORKPACE

Comharra LTD is committed to providing:

- Good workplace Standards
- Decent Health and Safety requirements and
- Fair Pay and Conditions.

We aim to employ a workforce that reflects the diversity of our customers. Our employment policies, including a commitment to equal opportunity, are designed to attract and retain high-calibre people, regardless of age, gender, race, religion, disability, nationality or sexual orientation. It is our policy to provide staff with training and career development so they can grow and develop within the company. We offer flexible working where practicable, to help people achieve a work-life balance.

Comharra LTD believed effective employee communication and consultation is particularly important in achieving our business objectives. We value employees' opinions and seek to actively involve them in the decision making process.

Comharra LTD expects every member of staff to take responsibility for their performance and to work together to achieve our goals.

3. OUR ENVIROMENT

Comharra LTD aims to sustain and improve our natural environment for the benefit of all. We are committed to continual improvement in our environmental performance by improving the efficiency with which we use resources. We aim to comply with all relevant environmental regulation and legislation. We operate a robust environmental management system to ensure environmental issues are integrated into our business processes and practices.

Comharra LTD Ltd encourages all employees to participate in activities that aim to minimise the company's environmental impact. Environmental awareness training is provided to new members of staff. We communicate regularly with our stakeholders, including shareholders, employees and customers on matters of environmental policy and practices. We also encourage suppliers to adopt the highest environmental standards.

4. OUR COMMUNITIES

Comharra LTD is an active member of the communities in which we operate and aims at all time to be a good neighbour. We make a positive contribution to local communities by bringing jobs for local people. We also sponsor local causes, particularly those associated with Children, Help for Heroes and the Prince and Princess of Wales Trust. We encourage staff to become involved in fundraising and charitable activities, and allow them to nominate which organisations the company supports.

5. CSR POLICY

We recognise the unique and important contribution made by every individual person with whom we involve ourselves, to our work, to their own organisations and to the wider community. We welcome human diversity in all its forms and see diversity as fundamental in all our dealings with clients, partners, associates and the wider community.

We accept responsibility for caring for our staff, providing them with meaningful employment, with the opportunity to provide for themselves and their families and for ensuring, as far as we can, their continuing health, safety and welfare in the workplace.

We recognise the need of our clients to a safe and secure environment and regard their property, including intellectual property as being as important as our own.

We recognise that we must contribute to maintaining and improving the environment in which we operate through the application of our Environmental Policy, our policy on Equality and Diversity and our Health and Safety Policy. In addition we regard as unacceptable the employment of child labour and forced labour.

We will deal with our business partners and employees in an honest and honourable manner at all times.

6. PROTECTION OF THE PUBLIC

At Comharra, we recognise our responsibility to actively contribute to the well-being and safety of the communities in which we operate. We are committed to conducting our business in a manner that prioritises the protection of the public and promotes the overall welfare of society. Our commitment to the protection of the public is deeply ingrained in our Corporate Social Responsibility (CSR) principles, guiding our actions and decisions.

SIGNED:



Managing Director

For and on behalf of Comharra LTD

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