

FITZGERALD CONTRACTORS LIMITED

# Corporate Responsibility Policy

Fitzgerald Contractors, its Directors, employees and all stakeholders are committed to a set of core Corporate Responsibility principles whereby this policy stands as an overarching approach to best practice within the business and its operations. The business recognises its corporate and social responsibilities to everyone affected by the business on a day to day basis, and we are committed to conducting business in a manner which achieves sustainable growth whilst fulfilling legal and moral obligations.

We aim to achieve our business objectives in a caring and responsible manner recognising the economic, social and environmental impacts of our business operations and activities.

## Business Principles and Code of Ethics

We are committed to ensuring that our business is conducted in all respects according to the highest ethical and professional standards, taking into account legislation and customs in the countries and regions we operate in.

Policies which support this are: Ethics and Fraud, Whistle blowing, Gifts, hospitality and the prevention of bribery Policy.

## Environment

We seek to minimise the environmental impact of our activities through the prevention of pollution, minimizing waste, and good environmental management practices, using environmental management systems (ISO 14001 accredited). We are committed to conducting our activities and operations in line with current legislation and best environmental practice seeking continual improvement and innovation.

Policies which support this are: Environmental, Environmental Procurement and Health, Safety and Welfare.

## Health, Safety and Welfare

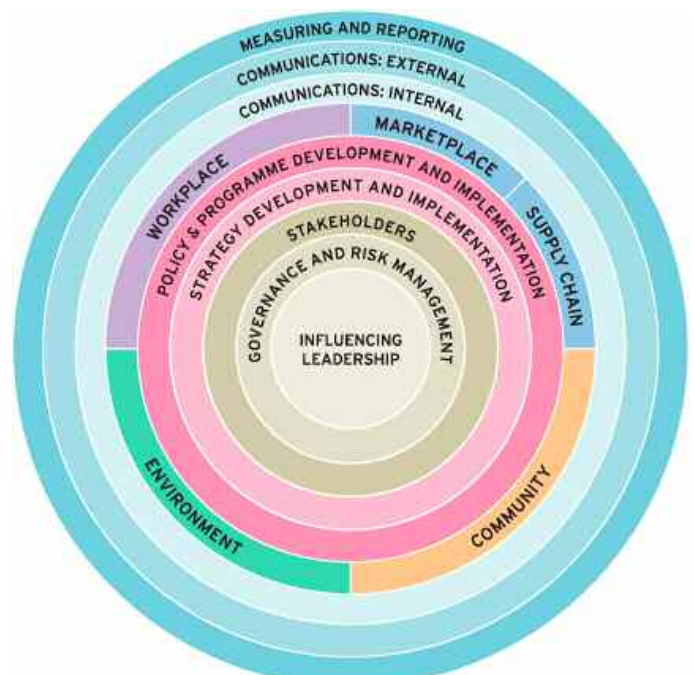
We are committed to high standards of health and safety, recognising our duty and the benefits of providing safe working conditions.

Policies which support this are: Health, Safety and Welfare, Supply Chain and Training .

## Sustainable Transport and Travelling

Fitzgerald Contractors accepts that motor vehicles are responsible for significant emissions to the atmosphere and by reducing distances travelled; we can benefit the environment and the health of our staff and the general public.

Policies which support this are: Environmental, Environmental Procurement and Supply Chain.



Approved by N Coley  
Managing Director  
(January 2025)

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## Suppliers

We regard suppliers as our partners and work with them to achieve our aspirations in the delivery of products and services. We are committed to working with our suppliers to understand where products are sourced and ensure that the principals of environmental sustainability are upheld. The business works to ensure that the welfare of workers and labour conditions within our supply chain meet or exceed recognised standards.

Policies which support this are: Supply Chain and Environmental Procurement.

## Customers

We recognise that our business and livelihood depends upon our customers. Every employee is responsible for ensuring that customer contact is professional and appropriate. We aim to deliver a quality construction service, on time and within budget; which exceeds our client's aspirations and expectations.

Policies which support this are: Customer Care and Ethics and Fraud.

## Community

We endeavour to contribute to the communities in which we operate, particularly those neighbouring our sites, through the support of community initiatives and local charities. We aim to develop programmes, which address the needs of their local community alongside the contributions that Fitzgerald Contractors makes annually to its partner charities. All activities are endorsed by the Board of Directors.

Policies which support this are: Customer Care, Gifts, hospitality and the prevention of bribery, Supply Chain and Training and Development.

## Employees

We provide equal opportunities to all existing and prospective employees recognising that our reputation is dependant on the quality, effectiveness, and skill base of our employees. We are committed to the fair and equitable treatment of all our employees and specifically to prohibit discrimination on the grounds of race, religion, sexual orientation, nationality, or ethnic origin. Opportunities are available to disabled persons in accordance with their abilities and aptitudes on equal terms with other employees.

Policies which support this are: Equality, Diversity and Inclusion.

## Economic

To consider the potential impact of projects on the local economy and the communities affected. We make a profit in order that we continue to operate, to employ people and to create attractive and healthy environments for people to live, work and have leisure activities.

## Social

We seek to encourage social inclusion in the communities in which we work and to operate in an ethical manner with all Stakeholders. We strive to work in a safe manner and to protect the health of our employees, contractors and the general public. We also constantly strive to develop the skills and professionalism of our employees and to provide opportunities for advancement.

## Continuous Improvement

By reviewing performance and setting objectives and targets for Fitzgerald Contractors activities, Employees, Supply Chain Partners and other related Stakeholders.

Approved by N Coley  
Managing Director  
(January 2025)



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# Corporate Responsibility Policy

## Reporting

A Director of Fitzgerald Contractors is nominated to report to the Board in respect of Health and Safety and Equality in respect of CR matters.

## Implementation

We have a Director in place to manage and audit organisational arrangements with clearly defined responsibilities for company wide implementation, enforcement (where required) and general review.

## Monitoring

Across all CR objectives, our policy is reviewed using externally collated Best Practice data to suggest areas of focus and to ensure a programme of continuous improvement is implemented company wide.