

12.49 CORPORATE SOCIAL RESPONSIBILITY POLICY STATEMENT

The Danny Sullivan Group (DSG) is committed to the principles and practices of corporate social responsibility (CSR). By embracing CSR, the DSG integrates social and environmental concerns into their business operations and into their interaction with their *interested parties*.

These principles and practices into the DSG's existing policies, processes and systems for the benefit of our staff and the wider community.

The DSG wants to be trusted as an organisation that is transparent and ethical in all its dealings and making positive contributions to the communities in which we operate.

The DSG want to continually improve its policies & processes so they will remain sustainable for the future.

The DSG is a family-managed business, based on family values, integrated into our business values.

These values meet the expectations of our staff, clients and interested parties. These include customers, employees, interested parties, external providers, community, the environment.

The DSG is committed to a set of core values in the following areas:

- Act Ethically and Responsibly
- Culture of Care and Support
- Strive for Excellence
- Collaborate and Communicate

The DSG understand that these core values are fundamental to our business and are evident in our actions and policies.

The DSG's Corporate Social Responsibility Policy will be successfully implemented with the support of all employees through the following corporate policies and processes:

- Fairness, Inclusion & Respect/Equality, Diversity & Inclusion Policy Statement

- Modern Slavery and Anti Human Trafficking Policy Statement
- Corporate Social Responsibility Policy Statement
- Lesbian, Gay, Bisexual, Transgender Plus (LGBTQ+)
- Reserve Forces Policy
- Ex-military Policy
- Policy Statement on the Recruitment of Ex-Offenders

Performance against the above policies and the commitments therein will be monitored, measured and reviewed by the CSR Manager.

The key areas of our CSR initiative are;

Employment: Local recruitment is prioritised, the DSG adopt a postcode-based recruitment drive, ensuring incoming candidates are from the local area and able to be deployed swiftly. These positions will be advertised in the jobcentre and on local jobs boards, allowing us to increase our exposure to likely candidates. We attend Job fairs, work with the Princes Trust,

Education: Focus on Training, Upskilling, Retention and Apprenticeships.

Fairness, Inclusion & Respect/ Equality, Diversity & Inclusion: Please refer to policy.

Women in Construction: The DSG are a partner with Women in Construction and are creating new opportunities for women seeking careers in the construction industry by offering training to help upskilling.

Mental Health & Wellbeing: The DSG have an inhouse Mental Health Champion Program and collaborate with MIND charity who help us carry out group training on site. The program helps to promote positive mental health, encourage better physical health and support wellbeing which in turn will make our sites safer.



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Community and Charity Work: The DSG collaborate with many charities and organisations who work with people from diverse backgrounds who may want to change careers or are new to the industry. The DSG are dedicated to creating a long-lasting legacy in the areas where we operate.

This includes; C4WS Homeless Project, work with local councils including Camden Council, Hillingdon Autism Care and Support charity (HACS), Ashford Place, the Armed Forces Covenant, Ex-Offenders charity Bounce Back', GLAA, The Outside project, Pride in London, Women into Construction and many others.



Timothy O'Sullivan
Managing Director

October 2020



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