

S. Lilley & Son Limited

CORPORATE SOCIAL RESPONSIBILITY (CSR) POLICY

S. Lilley & Son Limited is committed to maintaining the highest standards of corporate social responsibility in its business activities.

To meet this commitment we will seek to respect the rule of law, adopt appropriate international standards, implement management systems, and will strive to:

Business Ethics

- Behave with honesty and integrity in all our activities and relationships with others
- Maintain internal controls adequate to guide and ensure standards are met

Employees

- Respect the rights and dignity of every employee and treat them fairly and without discrimination.
- Encourage team working and the sharing of knowledge throughout the organisation
- Recognise employees' individual and team contribution and reward them appropriately

Local Communities

- Respect the different cultures and rights of individuals and indigenous peoples in all countries in which we operate
- Assist in the development of local community programmes where we operate, in consultation with local government, public and other appropriate stakeholders

Human Rights

- Identify and assess human rights risks within our sphere of influence and activities
- Provide direction and training to enable employees to positively address human rights within our sphere of influence and activity.

Suppliers

- Seek to be honest and fair in our relationships with suppliers and other contractors.
- To encourage our suppliers and contractors to abide by our standards as stated above.

Responsibility for managing our compliance with our C.S.R. policy lies with our Managing Director, our Managers and our Staff