

## Corporate Social Responsibility Policy Statement

It is the policy of APiC UK Limited to ensure that the Company undertakes its activities in a socially, ethically, and environmentally responsible manner. This includes the ethical treatment of employees, customers, contractors, suppliers, and the public. The policy extends beyond the Companies' direct dealings with people to encompass the social and environmental impact of its activities.

The Directors are responsible for the implementation of this Policy. The Policy objectives and targets are regularly reviewed and are supported by a number of other specific policies and procedures, e.g. Health & Safety Policy, Equality Policy, Harassment Policy and Environmental Policy.

### Corporate Objectives

The Company is committed to the principles of good corporate governance and to ensuring that its business is properly directed and managed for the benefit of its shareholders, managers, and employees. The Company believe in honesty, integrity, and professionalism in all aspects of business, and is reflected in the company's policies.

- Suppliers of Goods and Services - The Company endeavours to deal with all suppliers of goods and services in an open and honest manner and with professional standards of respect and integrity.
- Sourcing of Materials – The Company will not trade with oppressive regimes. We encourage the procurement of materials and goods that are fairly traded, produced in a manner that does not use child labour, or any other form of forced or inhumane treatment, and is from sustainable sources whenever practicable.
- Construction - The Company takes all reasonable measures to minimise the disruptive effect on the community from the construction process.
- Sales and after sales - The Company strives to meet the reasonable expectations of their customers and to treat them with respect.
- Health and Safety - Through its Health and Safety Policy, the Company conducts activities with due regard for the health, safety and welfare of their employees, contractors, clients, visitors and members of the public wherever the Company's activities are carried out.
- Human Rights – We endorse the United Nations Declaration on Human Rights and the European Charter on Human Rights, and have developed a number of supporting policy standards and procedures which include non-discrimination, diversity and equal opportunities and seek to be guided by their provisions in the conduct of our business.
- Sustaining our Environment - We recognise that our activities may impact on the environment and we have formalised an environmental Policy which seeks to control these effects and positively works towards achieving sustainable development by setting positive standards in environmental care.

APiC UK Limited believes that a responsible approach to developing relationships between the company and the community we serve is an essential part of delivering business success. We aim to demonstrate these responsibilities through our actions and our corporate policies.

A handwritten signature in black ink, appearing to read 'S Tycer'.

**S Tycer**  
**Director**