

EVENSURE MANAGEMENT LIMITED QUALITY MANAGEMENT MANUAL – EML 100
CORPORATE & SOCIAL RESPONSIBILITY POLICY

Evensure Management (the Company) is mindful of its responsibilities, not only towards itself as a private enterprise, but also towards others, individuals and organizations alike, acknowledging its impact upon communities and the environment within its area of operation.

Good business practice forms the core of the Company's ethos. Those running the company conduct its business with honesty, integrity and fairness towards its Stakeholders, Clients, its Employees and the wider community. Trust and Transparency is promoted throughout the Company, encouraging an open and innovative management style with an approachable management team at the core of its success. These values cascade into the Evensure Management approach to Corporate and Social Responsibility, reflecting its commitment to encourage personal and organizational ambitions with community objectives and environmental awareness.

Evensure Management Limited will to the best of its ability: -

- Aim to conduct its business in an ethically and socially responsible manner.
- Ensure the health and safety of its employees, clients and other stakeholders.
- Aim to consider the impact of its business on the environment and ensure that it has as little adverse impact on its immediate business surroundings.
- Support the communities within which the company operates in.
- Acknowledges cultural and human diversity, supporting existing human rights treating all it directly influences with integrity and fairness.

Evensure Management Limited will ensure that its Corporate and Social Responsibilities are always considered throughout its day to day operational and administrative processes and in line with stakeholder interests; adding value to the services it provides to clients and those that the company influences directly and indirectly through the business it conducts.

Evensure Management's Corporate and Social Responsibility Policy is communicated throughout the company and thus all its employees are aware of and embrace this policy through their actions in the work place and the services they provide to the company and its clients. This is aided by a clearly defined organizational and management structure ensuring the company conducts its business within its corporate and social responsibility boundaries.

Evensure Management's Corporate and Social Responsibility Policy reflects existing and emerging fields of commercial Corporate and Social responsibility:

- **Business Ethics and Transparency** – Evensure Management will ensure that it conducts its business in an ethical and transparent manner, embracing good business practice with integrity and honesty at the heart of its ethos.
- **Health and Safety** – The Company recognizes its duties under the Health and Safety at Work Act 1974 and the accompanying legislation. The company will endeavor to meet the requirements of this legislation so as to ensure it maintains a safe and healthy work environment. Company Management, Supervisory staff and Employees are informed of their duties and responsibilities to take all reasonable precaution to ensure the safety, health and welfare of those that are likely to be affected by our undertaking.
- **Environmental Impact** – The Company will conduct its business in such a manner to ensure as little or no impact on the environment whilst conducting its business as underpinned by its Environmental Policy.
- **Human Rights** – Evensure Management Limited is a multicultural organization and its Equal Opportunities and Diversity policies are reflected through its culturally diverse employment force; the company respects human life and embraces basic human rights not only to be aligned with government legislation, but to form part of its core ethos.
- **Employer Employee relations** – The company has a policy to have a client relationship with all its employees whilst remaining fair and in line with current Employment Laws. The company holds transparency, fairness and integrity at the heart of its business manner and will treat all employees equal irrespective of race, colour, religion, gender, sexual orientation, physical disability or any other grounds that might be construed as grounds for discrimination, including harassment and intimidation. The company is an equal opportunities company. The company believes in creating a healthy and balanced working environment for all and as a result strictly abides by The Working Time Directive.
- **Community Investment** – The Company will ensure the developing of good relations with its local and immediate communities. Evensure Management as a result will always consider community relations and investment during its commercial decision making processes.

The Company will at all times endeavor to create new employment opportunities within its local community, which coincides with the company's local recruiting policies.

This policy is to be:

- Communicated to ANY NEW staff upon appointment, during initial training
- Advised of existing staff by way of discussion/ training and/or copy issue
- Permanently displayed on Company premises
- The foundation of our safe practice principles as advised by **Safe Contractor**

It may also be supplied to Clients with specifications.

Consequently, it is important that ALL staff fully understand and attempt to comply with this policy at all times.

