



# Corporate Social Responsibility Policy

January 2024

A2O Ltd acknowledges that it has social as well as financial accountability, and, in such, recognises that its responsibilities extend to improving environmental, social and economic sustainability of all its business operations and processes.

A2O Ltd therefore aspires, and is committed to, constantly improving its Corporate Social Responsibility, based upon excellence in:

- The Health, Safety and Welfare of all employees, subcontractors and members of the public who may be affected by its work activities;
- The Training and development of all its employees;
- Quality, consistency and safety of its work activities and services;
- Environmental and waste management performance;
- Improving community relations;
- Charitable and socially responsible activities both within and outside the work environment.

To achieve these aims, A2O Ltd will endeavor to:

1. Continuously improve Health and Safety, Environmental Management and Social Responsibility issues, including the establishment of objectives and targets;
2. Fully implement and monitor our Health and Safety Policy and Procedures in line with current Health and Safety legislation and relevant codes of practice;
3. Fully implement and monitor our Environmental Policy and Procedures, including the prevention of pollution, reduction of waste and greenhouse gas emission, and increased recycling in line with current environmental legislation and relevant codes of practice;
4. Encourage supplies and subcontractors to adopt good socially responsible practices;
5. Communicate these requirements to employees and ensure adequate training is provided;
6. Maintain commitment to equal opportunities in employment;
7. Develop A2O's support for local and national charitable activities, including those undertaken by its employees;
8. Foster and develop relations with local communities;
9. Maintain membership and relationships with appropriate trade associations;
10. Ensure adequate resources are available to implement the requirements of this policy;
11. Make this statement readily available;
12. Review and update this policy during annual management reviews.

A2O Ltd's procedures and approach to business arising from this policy are to be applied by all of its employees in the course of their work activities, across all A2O Ltd contacts with customers, suppliers, subcontractors and the public.

The cooperation and involvement of employees at all levels is essential for the effective implementation of this policy. Every employee has an obligation to take reasonable care for their own safety and the safety of the people who may be affected by their acts or omissions, as well as safeguarding the environment and wider society that could also be affected by their acts or omissions.

Approved by:  Daniel Yardy Managing Director	Signed:  <i>D. Yardy</i>	Date Approved:  31/01/2024	Next Review:  31/01/2025
---	--------------------------------	----------------------------------	--------------------------------