9th September 2026

REFERENCE: P - 025

Wallace Groundwork’s Ltd

Policy

CORPORATE SOCIAL RESPONSIBILITY POLICY

Wallace Groundwork's Ltd
The Hub at Gladstone Buildings Broadleys
Chesterfield
Derbyshire
United Kingdom

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1. General Statement of Intent

We firmly believe in the importance of Corporate Social Responsibility (CSR) and its role in creating a positive impact on society. Our general intent is to conduct our business in a responsible and sustainable manner, ensuring that we contribute to the well-being of our stakeholders and the communities in which we operate.

We are committed to upholding the highest standards of ethical conduct, integrity, and transparency throughout our operations. Our aim is to integrate social, environmental, and economic considerations into our business strategy, decision-making processes, and daily practices. We recognise that by embracing CSR, we not only fulfil our obligations to society but also enhance our long-term success and reputation.

In our pursuit of CSR, we aim to ensure that:-

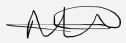
1. Promote the well-being, health, and safety of our employees.
2. Minimising our environmental impact by adopting sustainable practices
3. Actively engage with our local communities
4. Emphasise responsible and ethical business practices in our relationships with suppliers, customers, and other stakeholders.

As part of our CSR policy, we will continuously assess our performance, set measurable goals, and report on our progress. We encourage feedback, suggestions, and collaboration from our stakeholders, recognising that collective efforts are essential for achieving meaningful and sustainable change.

By embracing this general statement of intent, we reaffirm our dedication to corporate social responsibility and the positive impact we can make as an organisation. We aspire to be a catalyst for change, contributing to a better and more sustainable future for all.

Author	Nicola Parker
Author Job Role/Position	General Manager

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Author Signature	
Signature Date	9th September 2026

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2. Responsibilities

The functions of the company are designated to the following persons accordingly.

Responsibility	Contact Name	Contact Details
Overall CSR Performance		

3. Arrangements

3.1. Environmental Impact

We are committed to environmental sustainability and recognise our responsibility to minimise our ecological footprint as part of our corporate social responsibility. We will implement a comprehensive environmental management system to monitor, assess, and continuously improve our environmental performance. Through this arrangement, we will set measurable goals and targets to reduce our environmental impact, focusing on areas such as energy consumption, waste generation, greenhouse gas emissions, and water usage. We will prioritise energy-efficient practices while promoting the use of renewable energy sources to reduce our carbon emissions.

Waste reduction and recycling programs will be implemented throughout our organisation, ensuring proper segregation and disposal of waste materials. Furthermore, we will assess our supply chain and collaborate with suppliers who adhere to environmentally responsible standards. By incorporating sustainable procurement practices, supporting biodiversity conservation efforts, and regularly monitoring and reporting our environmental performance, we aim to create a greener and more sustainable future for generations to come.

3.2. Ethical Business Practices

We hold ourselves to the highest standards of ethical conduct as an integral part of our corporate social responsibility. We recognise that ethical business practices are essential for building trust, fostering sustainable relationships, and ensuring the long-term success of our organisation as part of our corporate social responsibility. We are committed to promoting fairness and integrity throughout our operations, both internally and within our supply chain.

In all our interactions, we strive to uphold the principles of transparency, honesty, and accountability. We maintain a zero-tolerance policy towards any form of corruption, bribery, or unethical behaviour. We actively engage in fair trade practices and work diligently to ensure that our suppliers adhere to the same ethical standards we uphold. We strictly prohibit the use of child labour or forced labour in any stage of our supply chain, as we believe in the importance of safeguarding human rights and dignity.

We empower our employees to be ethical ambassadors, providing them with clear guidelines and training programs that emphasise responsible business conduct. We encourage an open and inclusive work environment that values diversity and respects individual rights. By nurturing a culture of ethical behaviour, we strive to create a workplace where our employees can thrive, knowing they are contributing to a just and ethical organisation.

Furthermore, we recognise our broader responsibility to society and actively seek to make a positive impact on the communities in which we operate.

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3.3. Employee Wellbeing

We deeply value the well-being of our employees, recognising that they are our most valuable asset. We are committed to creating a safe, inclusive, and supportive work environment that fosters their physical, mental, and emotional well-being.

We prioritise the health and safety of our employees by implementing comprehensive safety protocols, providing necessary training, and regularly reviewing our practices to ensure a hazard-free workplace. We promote work-life balance by offering flexible work arrangements, encouraging employees to take breaks and vacations, and promoting stress management programs.

Our commitment to employee well-being extends beyond the workplace. We offer competitive compensation and benefits packages, ensuring fair wages, access to healthcare, and retirement plans that promote financial security. We prioritise diversity, inclusion, and equal opportunities, striving to create an environment where everyone feels respected, valued, and able to contribute their best.

We believe that a healthy and engaged workforce not only enhances productivity but also contributes to the overall success of our organisation. By prioritising employee well-being, we aim to create a workplace where individuals can flourish both personally and professionally, resulting in a motivated and committed team that positively impacts our company and the communities we serve.

3.4. Community Engagement

We recognise our role as a responsible company and are committed to making a positive impact on the communities in which we operate. We believe that active community engagement is vital for sustainable development and social progress.

We actively seek opportunities to engage with local communities, listen to their needs, and support their growth and well-being. We forge meaningful partnerships with local organisations, non-profits, and other institutions to address community challenges and promote positive change. Through these partnerships, we work collaboratively to develop and implement initiatives that align with community needs.

We encourage and support our employees in volunteering their time, skills, and resources for community service. We organise and participate in community-driven projects, social campaigns, and fundraising activities to support various causes and create a lasting positive impact. By engaging our employees, we foster a sense of pride, teamwork, and fulfilment, knowing that they are contributing to the betterment of society.

Transparency and open dialogue are integral to our community engagement efforts. We regularly communicate with community stakeholders, actively seeking their input and feedback to ensure our initiatives are relevant, impactful, and sustainable. We believe in building long-term relationships based on trust, mutual respect, and shared

3.5. Responsible Supply Chains

We recognise the significance of responsible supply chain practices in upholding our commitment to corporate social responsibility. We understand that our responsibility extends beyond our immediate operations and encompasses the entire supply chain. We are dedicated to promoting ethical and sustainable practices throughout our supply chain, from sourcing to delivery.

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We hold ourselves accountable for selecting suppliers who align with our values and adhere to ethical standards. We engage in thorough due diligence processes to ensure that our suppliers demonstrate a commitment to fair labor practices, human rights, and environmental matters. We prioritise suppliers who share our vision of social responsibility and actively work to improve their practices.

Collaboration and continuous improvement are at the core of our supply chain responsibility efforts. We establish open lines of communication with our suppliers, fostering a partnership based on trust, transparency, and shared goals.

We understand the importance of traceability and transparency in supply chains, and we are committed to enhancing our traceability systems to ensure that our products and materials are sourced responsibly. We strive to identify and address any risks related to human rights violations, environmental harm, or unethical practices within our supply chain.

Regular audits and assessments are conducted to monitor supplier compliance with our policies and standards. We take prompt action when deviations are identified, working closely with suppliers to rectify any non-compliance and improve performance.

3.6. Marketing & Advertising

We firmly believe in conducting our marketing and advertising activities with a strong commitment to responsible and ethical practices. We understand the powerful influence marketing can have on individuals and society, and we strive to ensure that our marketing efforts are truthful, transparent, and socially responsible.

We pledge to provide accurate and reliable information about our products and services, avoiding any misleading or deceptive claims. We are committed to delivering advertising messages that are respectful, inclusive, and free from stereotypes or discrimination.

We consider the potential social, environmental, and health impacts of our offerings, striving to align them with sustainable and responsible practices. We engage in thorough product assessments to ensure compliance with relevant regulations and standards.

In our marketing campaigns, we prioritise the use of fair and ethical tactics. We respect consumer privacy and safeguard personal data, adhering to all applicable data protection laws. We seek to build trust with our customers by providing them with transparent information about our data collection and usage practices.

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I have read and understood the entirety of this document. Where there was something I did not fully understand, it was explained to my satisfaction. I agree to comply with the required directions and instructions in this document. If at any point, I cannot comply, I will highlight this before continuing.			
Name	**Job Role / Position**	**Signature**	**Date**

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