

cranborne

Social Policy

1. Introduction

- a. We respect culture and customs and contribute to economic and social development through community activities and pursue growth in harmony with the community.
- b. We respect participation in political and religious activities in a moderate manner, and will not, interfere with a person's religious activities. However, these are private activities and, they cannot be conducted on company premises or in company time.
- c. Each one of us will maintain high moral standards and actively participate in the creation of a harmonious society, focussing on social issues that each local community faces; we will take part in philanthropic work such as volunteer activities.

2. Safety

- a. It is our policy to:
 - i. Actively promote safety education activities designed for today's realities.
 - ii. Abide by Safety rules, and actively promote construction safety.
 - iii. Create a safe and harmonious work environment for our employees.
 - iv. Enhance safety awareness amongst our employees and society.
 - v. Enhance construction safety in the services we provide.

3. Gender, Diversity, and Inclusion

- a. It is our policy to:
 - i. Recognise and embrace the nuances of intersecting identities such as, disability, gender identity, class, race, ethnicity, and marital status.
 - ii. Respect and honour the rights of all people working for us and not discriminate against them or permit the infringement of their rights.
 - iii. Ensure bias-free recruitment, remuneration, and promotion, through well-defined, communicated, and transparent processes and systems
 - iv. Provide equal employment opportunities conditions.
 - v. Support affordable childcare and early childhood education programmes

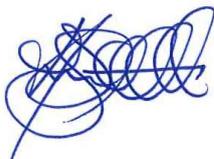
4. Fundraising and Volunteering

- a. It is our policy to:
 - i. Contribute to the recovery of local communities in the event of a disaster.
 - ii. Engage in environmental activities and the promotion of a clean society.
 - iii. Engage in activities that help the homeless.
 - iv. Engage in activities contributing to society.
 - v. Not support organisations that discriminate; organisations, or programmes that fund terrorism; political causes, candidates, organisations, or campaigns; or religious organisations for denominational or religious purposes; or any charity or campaign that violates the spirit of these exclusions.

5. Modern Slavery

- a. It is our policy to:
 - i. Make all employment with the Company voluntary.
 - ii. Prohibit the use of child or forced labour in our operations or supply chain.
 - iii. Prohibit any form of unacceptable treatment of workers such as, physical punishment, abuse, or involuntary servitude.
 - iv. Act where the Company is made aware of where modern slavery practices have been identified in our business or supply chain.
 - v. Conduct risk assessments to determine which parts of the business and supply chains are most at risk from modern slavery.

For and on behalf of Cranborne Group Limited



Lee James Smollett
Director
September 2021