

This policy applies to all companies under Churchill Contract Services Group Holdings Ltd to include the following subsidiaries and trading names:

- Churchill Contract Services (CCS)
- Amulet (Churchill Security Solutions) (AMU)
- Churchill Environmental Services (CES)
- Churchill Contract Catering t/a Radish (RAD)
- Chequers Contract Services Ltd (CHE)
- Chequers Electrical & Building Services Ltd (CEBS)

Corporate Social Responsibility (CSR) is central to every part of how we work. Our values of Always Doing the Right Thing, Always Seeking Better, and Always Putting People First, drive our commitment to having a positive impact on the environments we work in; from protecting our planet, to giving back to our local communities, creating prosperous futures for our people, and choosing supply partners that share our passions and ethics.

## **Always Doing the Right Thing**

### **Social**

We are passionate about having a positive impact on the communities in which we operate, supporting charities ranging from a local level through to significant Group supported projects. Our support is driven through the community team; a group of volunteers from across the Churchill Group. Their remit is to ensure that we not only spread our community support across the UK but that we work with the right projects and partners to have the biggest impact. This includes selecting the right charities to support in line with our core values and passions, promoting the local activities we are involved with across our regions.

### **Ethical Trading**

As a socially responsible company, we recognise that we can play a leadership role in influencing the behaviour of others, from business partners to industry colleagues to neighbouring businesses. We understand that ultimately it is in everyone's best interests to have as many companies as possible honouring the requirements and expectations of Corporate Social Responsibility. We aim to ensure that our services are delivered in a transparent, ethical and environmentally responsible manner, encouraging all our business partners to adopt best practices. We believe that by doing business with our suppliers in a responsible way and building and sustaining business partnerships based on mutual respect, we are able to grow our business alongside our suppliers and meet our business goals.

## **Always Seeking Better**

### **Performance Beyond Compliance**

We are committed to continual improvement and performing beyond compliance for all aspects of our business including quality, health & safety, environmental and sustainability. This commitment is ingrained in our core values and reinforced by the ISO certifications and accreditations held by this business. Ongoing monitoring and trend analysis help us to identify areas of improvement and to work towards society's wider goal of sustainable development.

## Always Putting People First

### Equality & Diversity

Churchill Group Holdings Limited believes in treating all people with respect and dignity. We strive to create and foster a supportive and understanding environment in which all individuals realise their maximum potential within the company, regardless of their differences. We are committed to employing the best people to do the best job possible, offering equal opportunities and fairness in the recruitment process. We recognise the importance of reflecting the diversity of our customers and markets in our workforce. The diverse capabilities that reside within our talented workforce fulfill the needs of our industry to provide a high-quality service.

### Responsible Employer

As a responsible employer, we recognise our environmental, social and ethical obligations to everyone affected by our business. Our employees are our greatest asset and we strive to create a work environment where we prioritise the health and wellbeing of our employees. We nurture ambition and equip our employees with all necessary tools to succeed, giving great importance to the professional and personal development of every individual.

This policy will be formally reviewed annually and updated as required.

Signed on behalf of Churchill Contract Services Group Holdings Ltd

A handwritten signature in black ink, appearing to read "J.M. Briggs".

J.M. Briggs, Group CEO

Date: 03/02/2022