



CARDINAL

Corporate and Social Responsibility

Commitment and Aims

Cardinal Project Management Ltd (CPM) are committed to continuous improvement in our Corporate and Social Responsibility (CSR) strategy by:

- Encouraging our business partners to implement CSR.
- Continually improving our performance and meeting all applicable legislation.
- Informing our colleagues to be mindful of the effect of their actions on non-renewable resources.
- Introducing procedures to assist with implementing CSR.
- The CSR policy is to make clear to all stakeholders what CPM mean by CSR and how CPM propose to work towards implementing and achieving CSR. The CSR policy applies throughout all activities of the company.
- CPM recognise that CSR embraces all aspects of sustainable development and social issues which are of most relevance to CPM and decide at what stage this CSR policy could most effectively and legally be included.
- CPM shall operate in a way that safeguards against unfair business practices.
- CPM believe that a responsible approach to developing relationships between companies and communities they serve, national and international, is a vital part of delivering business success.
- When carrying out our business, CPM will determine the environmental, social and economic issues.
- CPM will continually review all policies and business practices to encourage engagement with business partners and to promote development.

Corporate Governance

- CPM I are committed to ensuring that our business is conducted in all respects according to rigorous ethical, professional and legal standards.
- All the laws that regulate and apply will be complied with.
- CPM endeavour to ensure that stakeholders have confidence in the decision-making and management processes of the service provided, by the conduct and professionalism of all staff. CPM do this by continually training and developing our staff.
- All groups and individuals with whom CPM have a business relationship will be treated in a fair, open and respectful manner.
- Competition will be reasonable and based upon the quality, value and integrity of the services being supplied.
- Feedback on performance will be actively sought, and CPM will encourage customers to give feedback on our performance and ensure that all customer comments are analysed, responded to and where appropriate, acted upon.

Environment

- CPM objective is to endeavour to reduce the impact on the environment through a commitment to continual improvement.
- CPM will continue to work with our partners to reduce their impact on the environment.
- CPM seek to protect the environment by operating in accordance with our ISO 14001 certified environmental management system and Environmental Policy.

Ethics and Ethical Trading

- CPM will ensure clear visibility through the utilised supply chains to know where products are being moved from and to.
- Training will be provided to relevant people on environmental and social issues.
- Will ensure that partners uphold the workplace standards and behaviours consistent with the Company's requirements.
- CPM are committed to ensuring that the welfare of workers and labour conditions within the Company and meet or exceed recognised standards.
- CPM hold regular meetings with partners to support these ideas.

Charities

Every year Cardinal employees choose a charity close to them to support, this becomes the 'Charity of the Year' and all fund raising efforts are sent to the chosen charity. The employees undertake extensive fundraising work throughout the year, both individually and with team activities which includes many annual events such as:

- Charity Raffles
- Christmas jumper day
- Easter egg collection
- Summer BBQ
- Mental health awareness fundraiser with exercise bike challenge

Signed



Tim Considine – Group Managing Director

Date 12/06/2023