

RJ Power is committed to understanding, monitoring, and managing the social, environmental, and economic impact that our business will have to enable us to contribute to society's wider goal of sustainable development.

We will conduct every aspect of our business with honesty, integrity, and openness, respecting human rights and the interests of our people, customers, and other groups.

To deliver this commitment, RJ Power has developed a Corporate Social Responsibility approach that is achieved through four main pillars of activity:

- **Education** - We will support local education providers and initiatives to develop experiences and interventions that enrich student learning to help them understand better and prepare for, entering the world of employment. This will include a range of activities including providing work experience opportunities and providing mentoring and benefits the business through developing a local talent pool for future recruitment activities.
- **Charity** - We will actively support charities through fundraising activities or commitment of time, focusing on causes that are important to our people, providing opportunities to volunteer and engage in team building away from the usual working routine. We will engage with a varied charity audience, so we support both people focused and environmentally focused organisations.
- **Business Operations** - We will continuously improve our ways of working to become more efficient and responsible, always striving to become an even better business. Activities in this area are broad and include utilisation of technology, conducting ethical and inclusive recruitment practices, responsible resource planning, supporting the health and wellbeing of our people and collaborating with our supply chain to ensure the same high standards are aspired to and achieved.
- **Environmental** - We will focus on reduction of waste and reuse of materials at every opportunity, reduce our carbon footprint and support local wildlife and environmental in the areas we operate in. Through the momentum provided by the RJ Power Green team, we will develop initiatives that not only provide opportunities for us to contribute positively to the local environment but present a learning opportunity for their people about how they can also take steps to live and work in a more environmentally friendly way.

This policy will be reviewed annually and revised as often as may be deemed appropriate by RJ Power and then communicated and explained to all employees and sub-contractors.

This policy is available to the public and all other interested parties on request.

**Signed:**



**Peter White**

Chief Executive Officer – RJ Power Group Limited

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