



P-8 - Corporate Responsibility Policy

Deans Civil Engineering Limited recognises its corporate and social responsibilities to its Shareholders, customers, suppliers, employees and is committed to conducting business in a manner which achieves sustainable growth whilst fulfilling legal and moral obligations.

We aim to achieve our business objectives in a caring and responsible manner recognising the economic, social and environmental impacts of our activities.

Business Principles and Code of Ethics

We are committed to ensuring that our business is conducted in all respects according to the highest ethical and professional standards, taking into account legislation in the regions we operate in.

Environment

We seek to minimise the environmental impact of our activities through the prevention of pollution, minimising waste, and good environmental management practices. We are committed to conducting our activities and operations in line with current legislation and best environmental practice seeking continual improvement and innovation with all business activities.

Health & Safety

We are committed to high standards of health and safety, recognising our duty and the benefits of providing safe working conditions. We aim to achieve continuous improvement in health & safety performance.

Transport

Deans Civil Engineering Limited accepts that motor vehicles are responsible for significant emissions to the atmosphere and by reducing distances travelled; we can benefit the environment and health of our staff and the general public.

Suppliers

We regard suppliers as our partners and work with them to achieve our aspirations in the delivery of services. Deans Civil Engineering Limited are committed to working with its suppliers to understand where products are sourced and ensure that the principals of environmental sustainability are upheld. Deans Civil Engineering Limited works to ensure that the welfare of workers and labour conditions within our supply chain meet or exceed recognised standards.

Customers

DEANS CIVIL ENGINEERING LIMITED
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We recognise that our business and livelihood depends on our customers. Every employee is responsible for ensuring that customer contact is professional and appropriate. We aim to ensure that our customers receive the level of service and quality they have come to expect from Deans Civil Engineering Limited.

Community

We endeavor to contribute to the communities in which we operate, particularly those neighbouring our sites, through the support of community initiatives and local charities.

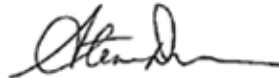
Employees

We provide equal opportunities to all existing and prospective employees recognising that our reputation is dependant on the quality, effectiveness and skillbase of our employees. We are committed to fair and equal treatment of all our employees and specifically to prohibit descrimination on the grounds of race, religion, sexual orientation, nationality or ethnic origin.

General Data Protection Regulations

Protecting the confidentiality and integrity of personal data is a critical responsibility that the Company takes seriously at all times. The Company will ensure that data is always processed in accordance with the provisions of relevant data protection legislation, including the General Data Protection Regulation (GDPR).

Signed



Steven Deans
Managing Director

June 2019