

## Corporate Social Responsibility (CSR) Policy

### Corporate Responsibility:

Borley Engineering Services Limited “CMB Engineering” believes that CSR is integral to our business, and we are dedicated to making a positive contribution to our communities, being a good employer and minimising our environmental impacts.

### Our Workplace:

CMB Engineering is committed to providing good workplace standards, decent health and safety requirements and fair pay and conditions. We aim to employ a workforce that reflects the diversity of our customers. Our employment policies, including a commitment to equal opportunities, are designed to attract and retain high-calibre individuals, regardless of age, gender, gender reassignment, race, religion or belief, disability, nationality, being pregnant or on maternity leave, or sexual orientation. It is our policy to provide staff with training and career development so they can grow and develop within the company. Where practicable, we offer flexible working to enable individuals to balance the needs and demands of both their home and their work lives.

CMB Engineering believes effective employee communication and consultation is particularly important in achieving our business objectives. We value employees’ opinions and seek to actively involve them in the decision-making process.

CMB Engineering expects every member of staff to take individual responsibility for their performance and to work together to achieve our goals.

### Our Environment:

CMB Engineering aims to sustain and improve our natural environment for the benefit of all. We are committed to continual improvement in our environmental performance by improving the efficiency with which we use resources and aim to comply with all relevant environmental regulation and legislation. We operate a robust environmental management system to ensure environmental issues are integrated into our business processes and practices.

CMB Engineering actively encourages all employees to participate in activities that aim to minimise the company’s environmental impact.

## Our Communities:

CMB Engineering is an active member of the communities in which we operate and always aims to be a good neighbour. As well as making a positive contribution to local communities by bringing jobs for local people, we sponsor local causes, particularly those associated with children, the elderly, and people with disabilities. We encourage staff to become involved in fundraising and charitable activities and allow them to nominate which organisations the company supports.

Signed:

A handwritten signature in black ink, appearing to be 'John Green'.

Date: 01<sup>st</sup> January 2025

**John Green**  
**Operations Director**