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**Corporate Social Responsibility
Statement**



CORPORATE SOCIAL RESPONSIBILITY STATEMENT

The Armstrong Group (Scotland) Ltd and its subsidiary operating companies (Molplant Construction Ltd, Armstrong Waste Management Ltd, Armstrong Properties (Scotland) Ltd, Armstrong Renewables (Scotland) Ltd), collectively known as 'Armstrong Group' recognises that we must integrate our business values and operations to meet the expectations of our clients, employees, suppliers, the community and the environment.

We recognise that our social, economic and environmental responsibilities are integral to our business. We aim to demonstrate these responsibilities through our actions.

We take seriously all feedback that we receive and, where possible, maintain open dialogue to ensure that we fulfil the requirements outlined within this statement.

The ARMSTRONG GROUP Board is responsible for the implementation of this statement and will make the necessary resources available to realise our corporate responsibilities.

The responsibility for our performance against the aspirations of this statement rests with all employees throughout the company.

Our focus:

- We shall ensure a high level of business performance while minimising and effectively managing risk ensuring that we uphold the values of honesty, partnership and fairness in our relationships with all
- Our contracts will clearly set out the agreed terms, conditions and the basis of our relationship and will operate in a way that safeguards against unfair business practices
- We shall encourage suppliers and contractors to adopt responsible business policies and practices
- We shall encourage dialogue with local communities for mutual benefit
- We will register and resolve customer complaints in a timely manner
- We shall support and encourage our employees to help local community organisations and activities in our region
- We shall operate an equal opportunities policy for all present and potential future employees and will offer our employees clear and fair terms of employment and provide resources to enable their continual development
- We shall maintain a clear and fair employee remuneration policy
- We shall provide safeguards to ensure that all employees of whatever nationality, colour, race or religious belief are treated with respect and without sexual, physical or mental harassment
- We shall provide, and strive to maintain, a clean, healthy and safe working environment in line with our Health and Safety policy and safe systems of work
- We shall develop Environmental policies and objectives as part of the business planning cycle.

Approval

This document was approved by the Board of the Armstrong Group (Scotland) Limited on **July 2019**

Signed:

A handwritten signature in black ink, appearing to read 'Brian Winter', written over a white background.

Date: July 2019

Brian Winter
Group Managing Director