

CCS11 Corporate Responsibility Policy

What we believe; what we do; what we are

Our purpose is “sustaining and improving the quality of people’s lives”. This is evidence of our commitment to corporate responsibility, through which we seek to make a positive contribution to the well being of the communities within which we work, as well as to all people with whom we work.

Our values:

- Bringing imagination to all we do
- Delivering on our commitments
- Advancing our skills and experience
- Enjoying what we do

Are sustained through what we do, by ensuring we:

- Act with integrity
- Are open and honest
- Respect the dignity of others
- Share knowledge and experience freely

These behaviours define what we are and encompass our commitment and responsibility to our people, our clients, our partners, shareholders and the communities within which we work.

We believe that corporate responsibility underpins our sense of community, wherever we work, and whatever we do.

How we will deliver

Our value as a corporately responsible business will be determined by the effectiveness of our people:

- Through their actions - delivering high quality, innovative, ethically and environmentally sustainable designs and advice to our clients
- Through their relationships - developing and sustaining responsible interaction with our Clients, delivery partners and others with whom we come into contact
- Through the influence we can exercise over all of the above, to accept and adopt solutions that reflect best overall results for stakeholders

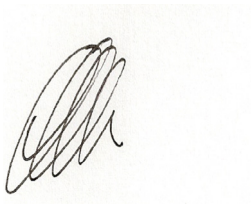
To help our people become increasingly more effective, we will:

- Continue to invest in the development and alignment of staff skills,
- Attitudes and behaviours such that our values increasingly become an embedded part of our corporate culture
- Focus on the attraction and retention of the best people in our chosen sectors to ensure consistency of application of our values
- Encourage strong ethical and responsible leadership throughout the company, recognising and rewarding positive role models for the value that they bring to Speller Metcalfe as a national business
- Actively and openly discourage behaviour that is counter to our values

We will also:

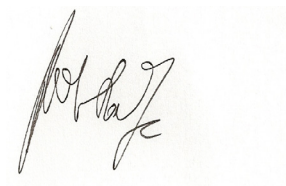
- Develop or strengthen our organisational structures and policies to maximise and sustain corporate and operational efficiencies and realise associated value for the business
- Encourage the development of effective client and partner relationships where there is a clear and beneficial fit with our corporate and ethical values measure and annually publish the extent of our performance, against well defined Key Performance Indicators

Signed on behalf of Speller Metcalfe Limited



S R Speller

Joint Owner
Speller Metcalfe Limited



A J Metcalfe

Joint Owner
Speller Metcalfe Limited

Last Reviewed Date: 31st March 2022
Next Review Date: 31st March 2023