

Corporate Social Responsibility (CSR) Policy Statement

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As an innovative business, they continually seek better, safer, more cost effective and sustainable methods of working, whilst adhering to best practice within the industry sector.

PCP know they have a responsibility to care for and protect the environment in which they operate and are fully committed to improving environmental performance across all business activities. They encourage business partners and members of the wider community to join in this effort.

Employees

Respecting and valuing all employees, providing good conditions of work with equal opportunities, delivering a living wage whilst improving employee satisfaction through training and development for an improved quality of life. Create new opportunities for all staff, actively promoting internal succession planning, underpinned by a robust apprenticeship programme driving grass roots development programme.

Health and Safety

Embedded in all activities and processes for the provision of a safe working environment.

Environmental Impacts

Managing business activities to maximise resource efficiencies and recycling opportunities, whilst minimise the risk of pollution. Adopting the highest environmental standards in all areas of operations, whilst meeting all compliance obligations. This also includes:

- Assess organisational activities and identify areas where they can minimise the impact on the environment from activities, products and services considering the full product life cycle.
- Minimise waste through careful and efficient use of all materials, energy, and processes.
- Purchase sustainable products and energy efficient items of equipment.
- Actively drive the segregation and collection of all waste to exceed recycling targets.

Relationships with Customers

Being responsive to customer needs and providing a quality assured service that intrinsically incorporates all relevant legislative considerations.

Suppliers and Partners

Treating suppliers and partners fairly and driving CSR codes of practice throughout the goods and services in the supply chain.

Community Involvement

Charitable giving and engagement with local communities through funding, support, and work experience programmes.

Ethos

Encouraging high standards of professionalism throughout the company and promote best practice in respect of ethical behaviour.

PCP's CSR philosophies shall be implemented and maintained through the following key policies and procedures:

- Equal Opportunities & Diversity
- Ethical Trading Policy
- Quality Management Policy
- Health & Safety Management Policy
- Environmental Management Policy
- Modern Slavery Policy

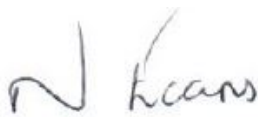
PCP will strive to:

- Adopt the highest environmental standards in all areas of operations, meeting all compliance obligations.

- Assess organisational activities and identify areas where they can minimise the impact on the environment from activities, products and services considering a life cycle perspective.
- Minimise waste through careful and efficient use of all materials, energy, and processes.
- Purchase sustainable products and energy efficient items of equipment.
- Train employees in good, environmental practice and encourage employee involvement in environmental actions.
- Reduce the risk from environmental health or safety hazards for employees, and anyone else affected by their operations.
- Include environment considerations in investment decisions where appropriate.
- Continually assess the environmental impact of operations and strive for continual improvement.
- Maintain zero waste sent to landfill (with support from the Waste Management Contractor).
- Influence suppliers and customers with consideration to both life cycle impacts and environmental improvement strategies.
- Prevent pollution, reduce waste, and minimise the consumption of resources.

PCP Directors and Senior Management are committed to ensuring that the protection of the environment is firmly embedded in both the company's business processes, activities and the employee culture. PCP are committed to the continual improvement in all areas of environmental management relating to activities, products, and services.

PCP set annual Environmental Objectives and will periodically review their performance and publish these results in an annual Health, Safety and Environmental report.



Nick Evans
Managing Director

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