



Milbank Concrete Products Ltd Corporate Social Responsibility Company Policy

This policy applies to our company and its subsidiaries.

Milbank Concrete Products want to be a responsible business that meets the highest standards of ethics and professionalism. The company's social responsibility falls under two categories: **Compliance** and **Proactiveness**. Compliance refers to Milbank Concrete Products' commitment to legality and willingness to observe community values. Proactiveness is every initiative to promote human rights, help communities and protect the natural environment.

Our company will:
Comply with the law.
Comply with its internal policies.
Ensure that all Milbank Concrete Products' business operations are legitimate.
Keep every partnership and collaboration open and transparent.

Milbank Concrete Products will conduct business with integrity and with respect to human rights. Milbank Concrete Products will promote:
Safe and fair trading.
Fair treatment of customers and suppliers.
Anti-bribery and anti-corruption practices.

Protecting the environment

Milbank Concrete Products recognizes the need to protect the natural environment. Keeping our environment clean and unpolluted is a benefit to all. Milbank Concrete Products will follow best practices when disposing of waste and using chemical substances which could harm the environment.

Protecting people

Milbank Concrete Products will ensure that:
Risks to the health and safety of our employees and local community are minimised.
Support diversity and inclusion.

Human rights

Milbank Concrete Products is dedicated to protecting human rights. We are a committed equal opportunity employer and will abide by all fair employment practices.

Donations and aid

Our company may preserve a budget to make monetary donations. These donations will aim to:
Help and support the local community.
Help and support local charitable causes.

Volunteering

Our company will encourage its employees to volunteer. They can volunteer through programmes organised internally or externally. Our company may sponsor volunteering events from local charitable causes.

Preserving the environment

Apart from legal obligations, Milbank Concrete Products will proactively protect the environment. Examples of relevant activities include:
Recycling.
Conserving energy.
Using environmentally friendly technologies.

Supporting the community

Milbank Concrete Products may initiate and support community investment and educational programs. For example, it may begin partnerships for constructing charity buildings. It can provide support to non-profit organisations or movements to promote cultural and economic development of local communities.

..... Date January 2021

Andy Mayne
Managing Director