

	<b>CORPORATE SOCIAL RESPONSIBILITY POLICY</b>	REF:	<b>PL014</b>		
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K Rouse Civil Engineers Ltd is committed to ensuring that any business undertakings are conducted as ethically as possible by following the below policy.

K Rouse Civil Engineers Ltd is a socially and environmentally responsible business conducting work in rail, civils, drainage and communications. The company is constantly looking to improve on performance, quality, and safety while striving to constantly improve client and customer satisfaction.

## **EMPLOYEES**

The company is an equal opportunities employer following the recommendations and guidance of the Equality and Human Rights Commission and has its own equality policy in place. It is committed to ensuring there is transparency in the business and in its approach to tackling modern slavery that is consistent with its disclosure obligations under the Modern Slavery act 2015.

Employees are regularly assessed and trained where necessary to ensure competence, personal development and a safely produced quality outcome. This is managed through an active training matrix on its company intranet which is monitored by the SEQ manager and the training manager. Additionally K Rouse Civil engineers Ltd undertake weekly briefings on its contracts to address any relevant issues and educate employees further. Employees are encouraged to raise any issues they may have so the company can assist them, this is handled by the company's dedicated HR team.

## **CUSTOMERS/CLIENTS**

K Rouse Civil Engineers Ltd actively seeks feedback from customers and clients so it can implement continual professional development. It carries out safety and quality checks on all contracts on a regular basis and undergoes auditing internally and externally. The company records any issues or complaints throughout contracts and actions corrective procedures before putting educational measures in place preventing the same issues in the future. It always aims to provide quality work delivered safely to the customer/client.

## **SUPPLIERS**

K Rouse Civil Engineers Ltd does all that is reasonably possible to use suppliers with the same ethical views as itself by preapproving suppliers before use and seeking out suppliers with sustainable products. It makes its ethics known to its supply chain and passes on its values wherever possible. The company is committed to paying suppliers properly and on time and keeping a clear channel of communication throughout any process.

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**ENVIRONMENT**

K Rouse Civil Engineers Ltd continuously considers its impact on the environment while trying to provide quality and safe work. It regularly looks at its responsibilities and looks at ways to reduce its impact on the environment through knowledge, innovation and new technology. Wherever possible recycling is implemented and sustainable products are used. All employees are encouraged to recycle, remain paperless where possible and think of their own individual impacts on the environment.



Signed: .....Managing Director  
Date: March 2021