

# Social Responsibility Policy

Vantage Drain Services recognises the contribution that it can make as a company to Social Responsibility both through the advice that it provides to clients and in the way it conducts its own business.

It is Vantage Drain Services aim to effectively contribute to the financial, social and environmental wellbeing of the communities within which it operates and those of its clients.

The company understands that Social Responsibility needs to be embedded in it's business strategies, decision making, and practices at all levels to enable ongoing, long term success.

It also identifies that the provision of specialist Social Responsibility services and advice will play an important part in contributing to this success for Vantage Drain Services.

We are committed to making a sustainable positive impact on the communities in which we operate.

We aim to make a distinctive contribution to inequality and social development through the establishment of effective partnerships and programmes that make best use of the energies and skills of our employees.

We support our employees in fundraising for charities and voluntary work, recognising both the benefit to the community and to the employees themselves.

In support of these objectives, Vantage Drain Services is committed to continual improvement through:

- Adding value for clients, including the enhancement of environmental and social performance and the articulation of economic opportunity through the provision of high quality services and advice.
- Delivering its services using an effective system to enable clients to be informed of the possibilities for increasing the sustainability of their operations and projects, providing specialist services as appropriate.
- Growing the business while maintaining financial stability, supporting wealth creation for employees.
- Complying with relevant legislation, regulation, and other requirements as applicable.
- Conducting our business in consideration of ethical issues with integrity.
- Providing employees with fairly rewarded employment and personal development opportunities in a safe working environment, free from discrimination or intimidation.
- Implementing a system to encourage the practical purchasing of goods and services in accordance with Social Responsibility principles.
- Consideration of the principal social and environmental impacts of our activities, decisions, services and advice on the communities with which we interact, to mitigate impacts and maximise the positive.
- Encouraging the involvement and support of all employees in sustainability initiatives.
- Engaging with key stakeholders internally and externally to identify and understand their principal issues as relevant to the company and it's contribution to Social Responsibility.
- Communicating and explaining this Sustainability Policy to all employees and making it publicly available.
- Publishing this Sustainability Policy as an external document available to clients and other interested parties.
- Reporting on the implementation of this policy internally and externally on an annual basis.

To support the implementation of this policy Vantage Drain Services is committed to the establishment of effective governance and management practices in the context. This will be facilitated by focussed communications and training for all employees. The achievements of these practices will be tracked through the use of performance indicators linked to stated Objectives and Targets which will be reviewed throughout the business on a periodic basis.

Signed:

Date: 5<sup>th</sup> July 2022

*Jonathan Russell*

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Rev:01