



CORPORATE SOCIAL RESPONSIBILITY POLICY

The Board of Directors and the employees of Quinn London Ltd work within the Construction industry and are committed to ensuring that any business undertakings are conducted as ethically as possible by following the below policy. Our values include Pride in everything we do, Respect for everyone's Health, Safety and Wellbeing, Accountability to our Clients, Stakeholders and ourselves, Equality ensuring everyone is treated equally and fairly, and Innovation to drive business and digital advancement.

Employees

We are driven by our aim to be an employer of choice and strive to ensure that the workplace is inclusive by:

- Maintaining a workplace free of any personal harassment, whether it is based on, racial, sexual, political, or religious differences.
- Ensuring that all employees are treated fairly and respectfully by their line management and colleagues.
- Providing training and development to help employees exceed in their roles and support their personal career aspirations.
- Paying the London Living Wage.
- Nurturing young talent within the business.

Community Engagement

We will contribute to the socio-economic development of the communities we work in. We recognise our responsibility to work in partnership with communities and do so through the following:

- Supporting local charities across our sites/contracts
- Undertaking community projects
- Supporting the employment of trainees through our sites and within our offices
- Providing community education and employability workshops and presentations on working within construction
- Providing site visits to local schools, colleges, and universities

Supply Chain

We regard the members of our supply chain as partners and work with them to help us achieve our corporate responsibility goals. This is achieved through:

- Regularly reviewing supply chain partners that work with us to ensure they maintain our commitment to Corporate Responsibility, the Modern Slavery Act 2015 and the Bribery Act 2010.
- Checking that our supply chain partners are paid on time and also pay their employees fairly.
- Endeavouring to use local businesses.

Protecting the Environment

The Board of Directors has committed the company to meeting Net Zero standards by 2040. They will achieve this through buying a green fleet of vehicles and encourage the use of public transport or walk/run/cycle to work schemes, reduce the use of natural resources such as water, wood, electricity and reducing waste to landfill to less than 1% by 2040.

Customers

Our customers are important to us and we will ensure good relations with them at all times. We will record complaints and non-conformances and correct any issues as soon as possible, ensure that the products and services we supply are of the highest standard possible and maintain good communications at all times.

Measurement of our Commitment

We aim to measure our standards against targets through Site H&S and Environmental inspections, by holding meetings with our Social Responsibility team, having regular audits carried out by our ISO partners. These results will be monitored by our Board of Directors.

This policy will be reviewed at least Annually and approved by the Joint Managing Directors.

Gerry O'Connor

Handwritten signature of Gerry O'Connor in blue ink.

Pat McGrath

Handwritten signature of Pat McGrath in black ink.

Joint Managing Directors

Date: 30 September 2024