

CSR Strategy

We recognise that we must integrate our business values and operations to meet the expectations of our stakeholders. They include customers, employees, investors, suppliers, the community, and the environment. We recognise that our social, economic, and environmental responsibilities to these stakeholders are integral to our business. We aim to demonstrate these responsibilities through our actions and within our corporate policies. We take all feedback that we receive from our stakeholders seriously and, where possible, maintain open dialogue to ensure that we fulfil the requirements outlined within this policy. We shall be open and honest in communicating our strategies, targets, performance, and governance to our stakeholders in our continual commitment to sustainable development. The Managing Director is responsible for the implementation of this policy and will make the necessary resources available to realise our corporate responsibilities. The responsibility for our performance on this policy rests with all employees throughout the company.

Statement of Intent- Further to the above strategy, Capstone Construction shall:

- Ensure a high level of business performance while minimising and effectively managing risk ensuring that we uphold the values of honesty, partnership, and fairness in our relationships with all our stakeholders
- Support the development of our external stakeholders through led training courses and using our facilities for all of our business partners to hold seminars and industry meetings
- Ensure our contracts will clearly set out the agreed terms, conditions and the basis of our relationship and will operate in a way that safeguards against unfair business practices
- Encourage suppliers and contractors to adopt responsible business policies and practices
- Encourage dialogue with local communities for mutual benefit
- Support our local community, participate in and sponsor charity events, and aim to help vulnerable individuals in our area
- Register and resolve customer complaints in accordance with our standards of service
- Support and encourage our employees to help local community organisations and activities in our region, particularly our employee chosen charities
- Work with local schools, colleges, and universities to assist young people in choosing their future careers, being an advocate for our industry
- Operate an equal opportunities policy for all present and potentially future employees and will offer our employees clear and fair terms of employment as well as provide resources to enable their continual development
- Maintain a clear and fair employee remuneration policy and shall maintain forums for employee consultation and business involvement
- Provide safeguards to ensure that all employees of whatever nationality, colour, race, or religious belief are treated with respect and without sexual, physical, or mental harassment
- Provide, and strive to maintain, a clean, healthy, and safe working environment in line with our Health and Safety policy and safe systems of work
- Develop Environmental policies and objectives as part of the business planning cycle

To seek continual improvement, and assist in the implementation of this Policy, we will utilise external support as appropriate and seek advice on CSR related matters from our appointed competent personnel.



Rhona Donnelly (Managing Director)