

We believe that it is essential for Van Elle to comply with current and relevant legislative requirements and conduct itself in an ethical manner to ensure that it does not have a negative impact on the environment, economy and social aspects that can affect us all.

We will seek to develop and maintain long term and successful relationships with our customers and suppliers founded on a bond of trust, respect, knowledge, delivery and service standards.

We will work with our customers and suppliers to promote good health, safety and environmental practices and ensure that we minimise any negative impact that our activities may have on the environment and the communities within which we work.

Our aim is to listen to the views of our customers and deliver value beyond their expectations, being attentive to market needs and competitive pressures. We will provide alternative solutions which encourage more sustainable construction and more efficient waste reduction.

We will continue to deliver quality construction solutions and encourage the efficient use of resources and reduce emission of carbon dioxide wherever we can. We will try wherever possible to use materials, suppliers, labour and resources local to our operations.

We recognise our responsibilities to our employees and have implemented policies that comply with legislation relating to employment rights and equal opportunities. We also recognise that our employees are our most valuable asset and will continue remunerating our employees fairly and investing in developing their skills and capabilities.

Our Managers are expected to take full responsibility for the decisions they make in carrying out their duties and managing their projects and their teams. All employees are expected to act with honesty and integrity in carrying out their duties

The Chief Executive Officer is responsible for this policy and is supported by the other directors.

This policy is reviewed annually to ensure its continuing suitability and alignment to our business strategy.



Signed

Mark Cutler - Chief Executive Officer

Date 14.09.2025

Review Date 14.09.2026