

Corporate Social Responsibility Policy

Policy Statement

Cutlass Group is committed to conducting business responsibly and sustainably, ensuring that our operations generate positive social, economic, and environmental impacts. We aim to create long-term value for our staff, subcontractors, clients, and local communities while maintaining the highest ethical standards.

Purpose

The purpose of this policy is to outline Cutlass Group's approach to Corporate Social Responsibility (CSR), including commitments to:

- Social wellbeing and development of staff and communities
- Economic support for local businesses and workforce
- Environmental sustainability and innovation

Ethical and transparent business practices

Scope

This policy applies to all Cutlass Group employees, subcontractors, and partners engaged in contract delivery. It also guides our interactions with local communities, suppliers, and clients.

CSR Principles

Social Responsibility

- Promote equality, diversity, and inclusion across all operations.
- Provide a safe and healthy working environment, with comprehensive staff training.
- Support local communities through volunteering, educational initiatives, and outreach programs.
- Deliver a minimum of 10 EDI training sessions annually to staff and subcontractors.
- Encourage staff participation in voluntary work, targeting at least 50 hours annually in community projects.

Economic Responsibility

- Recruit locally wherever possible, prioritizing long-term unemployed individuals in surrounding communities.
- Provide fair wages, ensuring all staff receive at least the Real Living Wage.
- Support local suppliers, targeting a minimum annual local spend of £5,000.
- Ensure prompt and transparent payment practices for all subcontractors and suppliers.

Environmental Responsibility

- Measure and disclose Scope 1, 2, and 3 carbon emissions and actively implement reduction strategies.
- Promote sustainable working practices, including energy efficiency, waste reduction, and recycling.
- Educate staff, subcontractors, and clients on environmental best practices.

- Encourage innovation to reduce environmental impact across all operations.

Ethical and Innovative Practices

- Operate with integrity, transparency, and accountability in all business activities.
- Collaborate with clients, local authorities, and communities to create innovative social value initiatives.
- Utilize digital tools and data to monitor and report CSR and social value outcomes.
- Explore environmentally friendly technologies and processes to improve contract delivery sustainability.

Responsibilities

- **Leadership Team:** Ensure CSR commitments are embedded in strategic planning and contract delivery.
- **Managers:** Implement CSR initiatives and monitor compliance within their teams.
- **Employees and Subcontractors:** Uphold CSR principles, participate in training, and contribute to community and environmental initiatives.

Monitoring and Reporting

- CSR performance will be regularly monitored, measured, and reported to senior management.
- Progress will be evaluated against targets for social, economic, and environmental outcomes.
- Feedback from staff, clients, and communities will inform ongoing improvements.

Continuous Improvement

Cutlass Group is committed to continually improving its CSR practices, ensuring that we maximize positive impact for people, communities, and the environment while maintaining sustainable business operations.

Signed:



Review Date:

17.08.2027

Name:

Humayun Shahzad Group Chairman

Date:

18.08.2026