



CORPORATE SOCIAL RESPONSIBILITY POLICY

STOCKTON

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At Stockton Drilling Limited, we recognise the impact our decisions and activities have on society and the environment at both a local and global level, and at any stage during our construction works and supply chain. We've always understood that business practices that benefit society improve our long-term performance, risk management, HR management and customer relationships.

Our accountable, transparent and ethical behavior helps us to:

- comply with applicable laws, regulations and international norms of behavior
- integrate social, environmental, ethical, consumer and human rights concerns into our business strategy and operations
- contribute to sustainable development
- reduce harmful environmental, social and economic impacts
- respect stakeholder interests

1. ORGANISATIONAL GOVERNANCE

Our Directors and Line Managers must practice and promote ethical behaviour, accountability and transparency through the organisational structure and during the decision-making process.

2. HUMAN RIGHTS

We're dedicated to respecting internationally recognised human rights and the principles and guidance in the United Nations (UN) Guiding Principles on Business and Human Rights as a basis for dialogue and action. We also concur with the OECD Guidelines for Multinational Enterprises.

Our commitment to human rights is reinforced in our Equal Opportunities Policy and Modern Slavery Policy. We will not tolerate, nor will we condone, abuse of human rights within any part of our business or supply chains, and we will take seriously any allegations that human rights are not properly respected. All employees receive an employment contract, provided by employment law advisors, which are fair, transparent and understood by workers before they start working. We have grievance mechanisms in place so employees may raise concerns, data protection procedures plus additional policies detailed in our Staff Handbook.

3. COMMUNITY INVOLVEMENT AND DEVELOPMENT

We're committed to creating a positive impact in society and improve peoples' lives wherever we touch them. We listen to our clients and local residents to help us understand social and environmental issues and decide what role we can play in ensuring our construction works minimise disruption to local communities, providing employment opportunities and creating local business partnerships.

Our community involvement includes donations to local charities such as St. Catherine's Church, involving employees in fundraising challenges including Age UK Leeds Abbey Dash and Kirkwood Hospice's Midnight Memory Walk, and supporting young people by providing work experience opportunities.

4. LABOUR PRACTICES

We respect and support the dignity, equality, wellbeing and human rights of our employees, the workers in our direct and extended supply chain, and those affected by our operations. The Integrated Management System policies and procedures aim to ensure we protect our employee's human rights and create a fair, healthy, safe and inclusive workplace where we all can develop our professional skills, grow as individuals and feel welcome. We understand the most important socio-economic contributions of our organisation are the creation of jobs, wages, promotion, training and development of workers, health and safety, and any practice affecting work conditions.

5. CONSUMER ISSUES

We aim to ensure that our clients benefit from the areas in which we invest our time, money and people. Investments in our employee's futures, the environment and new technologies provide insight into sustainable development of our company as well as the current market. This ensures that the needs of existing requirements are met, whilst also setting the grounds for future business enterprises to be achieved.

The management of this ensures that we operate responsibly whilst providing a fair and competent service. This reliability allows for the development and maintenance of long term relationships with clients and contractors, and by doing this we aim to add value to the future of our industry.

6. THE ENVIRONMENT

Stockton Drilling uses developed techniques which ensure minimal environmental impact when undertaking activities in the natural environment and in local communities. We operate as an evolving business entity whereby we set goals that provide the delivery of efficient, cost-effective projects in correspondence with minimal environmental impacts. Our environmental performance is managed through our environmental policy and integrated management system.

We support sustainable procurement by evaluating suppliers of goods and services on their environmental impacts, using sustainable, renewable resources whenever possible; recycle and conserve water in operations; and implement a waste management plan.

7. FAIR OPERATING PRACTICES

We act professionally, fairly and with integrity in all of our business dealings and relationships, implementing and enforcing effective systems of fair competition, ethical procurement and corruption prevention. As part of our procurement procedure we ensure that prompt attention is given to any supplier/client payment issues, that we pay fairly for property we acquire or use and respect property rights. Furthermore we encourage our suppliers to implement social responsibility policies.

Bribery and corruption are punishable for individuals by up to ten years' imprisonment and if we are found to have taken part in corruption we could face an unlimited fine, be excluded from tendering for contracts and face damage to our reputation. We therefore take our legal responsibilities very seriously. We have a detailed policy on Anti-Bribery within our Staff Handbook.

Stockton Drilling Limited

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