

SOCIAL VALUE POLICY

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 which 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

The purpose of this policy is to establish a framework for socially responsible decision-making which emphasizes that social responsibility is a process that develops and evolves with practice.

Using ISO 26000 as guidance, we have established seven core subjects and related actions and expectations in order to integrate social responsibility throughout the organisation.

1. ORGANISATIONAL GOVERNANCE

Top Management 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 the [Wakefield Peregrine Project](#) and [St. Catherine's Food Bank](#), involving employees in fundraising challenges such hosting a Children in Need bake off, and supporting young people by providing work experience opportunities. We encourage our employees to suggest local charitable schemes, such as a donation we made to Liverpool Rugby Club for outdoor heaters and the donation of chocolate boxes to a [local foodbank](#). Recently staff volunteered for Sheffield's homeless charity [Roundabout's Shar-row Project](#)—transforming their back garden into a functional and attractive green space.

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. Therefore, we provide staff training and mentoring, appraisals and support personal development. Pay and benefits meet national minimum wage and we have a pension plan.

5. LOOKING AFTER CUSTOMERS

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.

Our HSEQ management systems are verified through our Achilles UVDB Verify, Constructionline, CHAS and SSIP certifications, demonstrating our commitment to the safety and quality of our products and services.

6. THE ENVIRONMENT

Stockton 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, carbon reduction plan 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. We also sponsor biodiversity charities including the Woodland Trust, [Project Seagrass](#), a marine conservation charity committed to the conservation of seagrass ecosystems and we purchased a new incubator for a local charity [Shelley Hedgehogs](#) in addition to regular donations for food and medication

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 value 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 policy on Anti-Bribery and Corruption and further information within our Staff Handbook.

Fiona O'Connell



Managing Director

On behalf of Stockton Drilling Limited

Date: 3rd January 2023