

## Corporate Social Responsibility Policy Statement

### Our Principles

Provectus Remediation Limited is committed to being a responsible and sustainable business, by nature of our business we are contributing to sustainability through remediation of brownfield sites.

The Companies Corporate Social Responsibility Policy statement aims to guarantee that the company works ethically, considering human rights as well as the social, economic and environmental impacts of what they do as a business.

This policy is integral to Provectus professional activities and the management of the company. We are committed to conducting business sustainable, with integrity, openness and transparency, respecting the needs of the natural environment, employees, customers and communities. We recognise our decisions will have a positive impact over the longer term.

We believe our business can make a positive contribution to society as a whole by managing our activities with care and by working with responsible organisations that promote social and environmental causes.

### Our Objectives

#### Corporate Responsibilities

- To comply with, and exceed where practicable, all applicable legislation, regulations and approved codes of practice.
- To integrate social responsibility considerations into all our business decisions.
- To ensure that all staff are fully aware of our Corporate Social Responsibility Policy Statement and are committed to implementing and improving it.
- To include a copy of our Corporate Social Responsibility Policy Statement in all our proposals to clients.
- Annual monitoring, review and reporting to improve our sustainability performance.

#### Environment

##### 1. Energy

- Use of low energy light bulbs.
- We turn off all lighting and electronic equipment when not in use and have a strict policy for switching off and unplugging overnight.
- Energy efficiency is a key consideration when acquiring new electrical equipment.
- Purchase electricity from a supplier committed to renewable energy.
- All our offices use an eco-kettle which reduces the amount of energy by 66% compared with a standard kettle.
- Ensuring water is used efficiently.

##### 2. Waste & Recycling

- We reuse paper where possible; used paper in the printer for internal printing, making use of the blank side for notes etc.
- Minimise our use of paper, for example by double-siding all paper used where we can.
- Avoid the use of paper wherever possible, for example, via email/dropbox.

- Recycle all waste material possible.
- Shred confidential waste to be recycled.
- Sourcing recycled materials wherever possible.
- Avoid the use of postal services, saving on transportation and on paper. Example, emailing invoices and reports.
- Always to make use of recycling schemes by the printer manufacturer (to recycle toner cartridges and drums).
- Source recycled I.T equipment where we can.
- To recycle all scrap materials for reuse.
- Shredding of green waste.
- Identify opportunities to recycle and reuse secondary aggregates on all our sites.

### 3. Transport

- Our office locations are accessible by public transport.
- We operate a “cycle to work” scheme, enabling employees to benefit from tax free bicycles and encourage health and lower air emissions.
- Avoid physically travelling to meetings etc where alternatives are available and practical, such as using teleconferencing, video conferencing (Skype) or webcams.
- To be efficient in the timing of meetings to avoid multiple trips.
- Encourage car sharing where possible, for example to site meetings.
- Reduce site vehicle movements by reusing site work materials within our remedial design.
- Adopting innovative technologies to reduce vehicle movements for waste disposal.

### 4. Local Sourcing

- When ordering stationery, office equipment and printing we prioritise the use of local suppliers.
- We try and use local suppliers to the sites we are working on.
- Where ever possible we will procure local labour.
- Working with like-minded suppliers who take steps to minimise their environmental impact.

### Employees

- Provectus promotes Equal Opportunities in its activities and also promotes the Modern Slavery Act 2015.
- We promote a working environment that is free from discrimination, bullying or harassment.
- A wellbeing policy is in place showing commitment to all employees with regards to their health and their working environment.
- All employees are trained in Health and Safety to keep themselves and their activities safe.
- We create a healthier working environment for all staff – Fresh fruit, Health & Dental Care, Employee Assistance Programme and every two years a health MOT.
- We have trained Mental Health First Aiders to support employees.
- Provide mentoring to graduate staff, also assistance with Chartership.
- We foster internal communication via team building events.
- Performance reviews are set annually for training objectives and personal continual improvement.
- We align incentives and staff rewards with personal and company performance.
- Effective communication from Directors to all staff.
- Online HR training courses are conducted by all employees – example, codes of conduct and ethics, Equality & Diversity, Anti- Bribery and many more.

### Clients

- Being open and honest about the services we provide.
- Communicating this policy statement in our tender submissions.
- Provectus focuses on improving client satisfaction and repeat business, customer satisfaction forms are sent after works have completed to gather feedback.
- We will listen to our clients so that this can help us improve the services we offer to them via emails, feedback forms and verbal communication.
- Ensuring that we benchmark and evaluate what we do in order to constantly improve our competitive edge in the marketplace.
- 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.

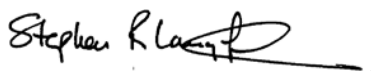
### Suppliers

- Asking Suppliers for a copy of their Modern Slavery, Ant-Bribery and Social Responsibilities policies/ statements when we procure them.
- Ensure that we use local supplier's as much as possible including labour.
- That we endeavor to pay on time.

### Social and Community

- Where we can we will help out the local community, for example a disused climbing frame from one of our sites was recycled to the local scout club.
- Annually we support a charity "Circus Starr" that allow children with disabilities, families on low incomes, those facing challenges such as domestic violence, bereavement or who may be living with a life-limiting condition in our community to visit a circus and enjoy a fun day out.
- We engage with the community when working on sites (letter drops, open communication), this is further evidenced by our membership with "Considerate Contractors".
- We give each staff member one paid days leave to undertake voluntary/charitable work in their local community.
- Time off is given to all employee's to donate blood.
- Support local schools at career open days.

The effectiveness of this Policy Statement will be monitored and reviewed annually by the Directors to ensure continued compliance and to meet new business requirements and to identify areas in need of improvement.

A handwritten signature in black ink that reads "Stephen R. Langford".

Steve Langford  
Managing Director

3rd March 2022