

Corporate, Social Responsibility Statement 2025/26

The Directors of Alpha Construction Ltd, whilst accountable to the shareholders, take into consideration the needs of **all** of our stakeholders, including employees, customers, and suppliers, as well as the community and environment in which we operate.

The Company respects the dignity and rights of all employees

- Provide clear and fair terms of employment
- Provide clean, healthy and safe working conditions
- Have a fair remuneration policy everywhere we operate
- Strive for equal opportunities for all present and potential employees
- Encourage employees to develop skills and progress in their careers
- Do not tolerate any sexual, physical or mental harassment of our employees
- Do not discriminate on grounds of colour, ethnic origin, gender, age, religion, political or other opinion, disability or sexual orientation

The Company treats its customers with respect

- Seek to be honest and fair in our relationships
- Provide the standard of product and service that has been agreed
- Take all reasonable steps to ensure the safety of the customers employees

The Company treats its suppliers and sub-contractors with respect

- Seek to be honest and fair in our relationships
- Pay suppliers and sub-contractors in accordance with agreed terms
- Encourage suppliers and sub-contractors to abide by these principals

The Company shall maintain a high level of social responsibility

- Aim to make the communities in which we work better places to live and do business
- Aim to be sensitive to the local community's cultural, social and economic needs
- Engage with and support local sports clubs, charities and community centres.

The Company will endeavour to protect and preserve the environment wherever we operate;

- We seek to protect the environment by operating in accordance with our ISO 14001 certified Environmental Management System
- We will implement measures to reduce waste generation and promote energy efficiency (HO Green Energy Cert)

The Company shall operate with a high level of corporate responsibility

- We are committed to complying with all applicable laws and regulations governing our business operations. This includes but is not limited to labour laws, health and safety regulations, environmental regulations, and anti-corruption laws. We will strive to stay informed about changes in legislation and adapt our practices accordingly.
- Not tolerate any corrupt practices or bribery of any kind
- Pay all taxes in full and on time in accordance with legislation
- Do not participate in tax avoidance schemes or facilitate avoidance of tax by others.

The Company is commercially responsible to all stakeholders

- Be accountable to our shareholders for financial reports that are accurate and timely
- Communicate to shareholders all matters that are material to understanding the future prospects of the organisation
- Aim to protect shareholders funds and manage risk
- Aim to provide business continuity and security for all shareholders, directors and employees alike

The Directors intend to conform to the letter and spirit of this policy which will be formally reviewed by the Managing Director on an annual basis but may be updated at other times, as required.

This policy will be made available to all interested parties, including the public

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| Tony Bamford Managing Director |  | March 2025 |
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