

Corporate Social Responsibility (CSR) Policy

Document owner: Managing Director, Danpol Ltd.

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Applies to: All Danpol operations, employees, subcontractors, and partners.

Review cadence: Annual.

1. Purpose

Danpol Ltd. delivers construction and industrial mobilisation projects that leave positive social, economic, and environmental legacies. This CSR policy sets commitments for community engagement, local employment, education, and ethical conduct across our programmes.

2. Community and stakeholder engagement

- Early engagement with councils, residents, and local businesses to map sensitivities, access requirements, and opportunities.
- Community liaison officers coordinate newsletters, drop-in sessions, and digital updates during disruptive works.
- Volunteering days and sponsorships focus on schools, STEM initiatives, and civic projects near our sites.

3. Local employment and skills

- Prioritise local labour and SMEs through targeted procurement lots, fair payment terms, and onboarding guidance.
- Offer apprenticeships, T-Level placements, and returnship opportunities linked to each major project.
- Track social value metrics (hours, spend, training outcomes) and share dashboards with clients.

4. Ethical supply chain

- Apply anti-slavery, anti-bribery, diversity, and safety standards to all suppliers.
- Encourage SMEs to join the Supply Chain Sustainability School and provide mentorship on compliance expectations.
- Publish a quarterly supplier scorecard capturing performance, improvement actions, and collaborative innovations.

5. Environmental stewardship

CSR is tightly integrated with our Environmental & Sustainability Policy, covering carbon reduction, waste minimisation, biodiversity, and circular economy thinking. Project teams

develop specific environmental and social plans before mobilisation.

6. Inclusion and wellbeing

- Promote inclusive hiring, leadership accountability for representation, and accessible site facilities.
- Provide Mental Health First Aiders, flexible working options, and wellbeing support networks.
- Celebrate diversity through communications, training, and recognition programmes.

7. Governance and reporting

- CSR outcomes feed into ESG dashboards, Constructionline CAS submissions, and client contract reviews.
- The Managing Director chairs quarterly reviews to track commitments, allocate budget, and approve new initiatives.
- Lessons learned are captured in the policy vault and shared via toolbox talks, intranet posts, and partner briefings.

Signed on behalf of Danpol Ltd.:

A handwritten signature in black ink, appearing to read 'Daniel Nowakowski', with a long horizontal stroke extending to the right.

Daniel Nowakowski

Managing Director

1 December 2025

Digitally signed with authorisation stored in the Danpol policy vault.