



## **CORPORATE SOCIAL RESPONSIBILITY**

Maynards have a commitment to behave ethically and contribute to economic development whilst improving the quality of life of its work force and their families as well as the local community and society at large and to this endeavour Maynards corporate values are focused on:-

### **BUSINESS ETHICS**

- Maynards adheres to a strict company code of ethics including Anti-Bribery and Corruption in the work place. Policy's and Procedure for Employee conduct between its Clients, Suppliers, Subcontractors and all business dealings are in place and all relevant parties are informed of these.
- Our integrity is of utmost importance to us in all our business dealings with our Employees, Clients, Suppliers, Subcontractors and all community stakeholders.
- We treat our employees, our customers, our suppliers and the community with respect.

### **ENVIRONMENT**

- Maynards recognises the need for sustainable development and continually aims to improve the environmental effect of its activities.
- Maynards maintains an Environmental Management System (EMS) as part of its business management systems.
- We consider environmental issues when considering the Companies aims and objectives.

### **HEALTH & SAFETY**

- Maynards acknowledges that the key to successful health and safety management requires an effective policy, organisation and arrangements, which reflect the commitment of the Directors and senior management.
- To maintain that commitment, we will continually measure, monitor and revise where necessary, an annual plan to ensure that health and safety standards are adequately maintained and to ensure a safe working environment for all its employees, clients, subcontractors at the office and on site.
- Maynards employs Citation Health & Safety Managements systems to ensure a continued monitored and audited system is adhered to.



#### EQUAL OPPORTUNITIES

- Maynards operates a policy of equal opportunity in employment. We aim to ensure that no job applicant or employee is less fairly treated due to sex or marital status, race (including colour, nationality, ethnic or national origins), disability or other conditions not justified in law or relevant to job performance.
- All individuals will be selected and treated according to their abilities, merits and with regard to the requirements of the job. All employees are given equal opportunities and training where appropriate to advance their careers. Maynards are committed to developing the skills and capabilities of its entire staff.

#### COMMUNITY:

- Maynards actively encourage, support and sponsor employees in Charity Fund Raising events either completed by themselves, family or friends.
- We support/sponsor Clients/Supplier Charity events during the year.
- Donations are made once a year on behalf of the Employees to a Charity of their choice to include company and employee contributions.
- Charities to which the company has made donations too currently and the past are Leukaemia and Lymphoma Research, Naomi House and Help the Aged.

A handwritten signature in blue ink, which appears to read "John Maynard", is written over a horizontal line.

Signed:

Date: 17.3.25

John Maynard ( Director)

Review 17.3.26