

Policy on Corporate Social Responsibility

Document purpose and scope

This document sets out the Corporate Social Responsibility (CSR) Policy of Preci-Spark Ltd. It covers activities undertaken by the company throughout all locations and operations within the United Kingdom. This document will be reviewed as necessary for continued suitability, will be communicated within the company through the employee handbook and, if appropriate, made available to interested parties.

Aim

We understand that the way we run our business has the potential to affect society and our aim is to operate as a socially and environmentally responsible business that makes a positive contribution to the local and global communities and environments in which we work.

As a financially stable, safety conscious and innovative family-owned business we aim to provide rewarding and enduring careers for our colleagues, to provide value and high-quality services to our clients and to develop mutually beneficial partnerships with our suppliers.

Policy statement

Preci-Spark Ltd. is committed to The Principles of the UN Global Compact and acting responsibly in all aspects of the areas of human rights, wages, labour, environment, and anti-corruption. We are committed to honesty, transparency, and upholding the highest moral and ethical standards in all our interactions.

We actively support local communities through our service provision, purchasing and charitable activities. We promote local skills and education by providing employment and placement opportunities for local people and disadvantaged people.

We take all reasonable measures to minimise the environmental impacts of our business as reasonably as practicable and make sure our use of natural resources is sustainable and environmentally responsible, where reasonably practicable.

We promote the sustainable use of resources, minimise waste and emissions, address climate change through responsible operations, and protect biodiversity and ecosystems by preventing environmental impacts and supporting conservation.

We maintain safe and welcoming working environments for all our colleagues and support the protection of human rights. We offer equal opportunities for all, actively encourage diversity and inclusion, and protect staff health and wellbeing. Our colleagues have access to abundant support, learning and development throughout their career.

We understand the important contribution our suppliers and partners make to the success of

Preci-Spark Ltd. We aim to develop positive and lasting relationships and offer support to achieve the highest legal, ethical, and environmental standards.

We comply with all legislation, standards, statutory and other obligations, and best practices that are relevant to our activities and the jurisdictions in which we operate.

Responsibilities

The Board of Directors at Preci-Spark Ltd. are responsible for reviewing and approving the content and implementation of this policy through appropriate procedures, guidance, and monitoring.

All employees are required to comply with the policy requirements and share responsibility for our performance in implementing it.

Section Leaders are required to check that their staff are aware of this policy and any associated guidance. Managers will also be responsible for supporting staff in following through new skills which will develop them in their future work and career.

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Implementation

We are committed to Preci-Spark Ltd. having a positive impact. We bring value to society by advancing knowledge and understanding of environmental risk and hazards and we actively support initiatives to promote colleague wellbeing, social value, and environmental sustainability.

Being a good employer and promoting diversity

We provide a healthy and safe working environment, support the mental and physical wellbeing of our colleagues, and operate in accordance with our ISO 45001 and ISO 14001 certified health, safety, and environmental management systems. We record progress against our intention to be a Net Zero carbon emissions business through Streamlined Energy and Carbon Reporting. We support this ambition by working more efficiently, minimising our resource use and the environmental impacts of our resource use.

Being a good partner

We operate in an open and honest way with our colleagues, clients, and suppliers. We seek to develop positive and lasting relationships, are focused on ensuring the safety and quality of our services and are committed to clear communication. We seek and respond to the opinions of our colleagues and clients and maintain a Whistleblowing Policy for any serious concerns.

Our contracts clearly set out the agreed terms and conditions and we will seek to comply with client policies and codes of practice where required and reasonably possible to do so without conflicting with our own policies or other obligations.

Supporting local communities

We use our diverse and extensive project portfolio to achieve sustainable physical, social, and environmental benefits for local communities. We recognise the social and environmental benefits of employing local people. We champion the use of local suppliers in the knowledge that this can make a positive contribution to the wellbeing of local communities. We support our people who take part in local charitable and volunteering activities.

Integrity

We employ responsible and accountable business practices that encourage a culture of integrity and responsibility. We apply a zero-tolerance approach to acts of bid-rigging, mis-selling, bribery, or corruption by any of our employees, business partners or agents working on our behalf.

Approval

This document was approved by the Board of Directors on 29th July 2026

On behalf of the Directors,

William H. Jones
Director

