

Corporate & Social Responsibility (CSR) Policy

GT Coulson recognises its corporate and social responsibilities to its customers, suppliers and employees and is committed to conducting business in a manner which achieves sustainable growth whilst fulfilling legal and moral obligations.

We aim to achieve our business objectives in a caring and responsible manner recognising the social, economic and environmental impacts of our activities.

We are committed to ensuring that our business is conducted in all respects according to the highest ethical and professional standards.

We seek to minimise the environmental impact of our activities through the prevention of pollution, minimising waste and good environmental management practises, using environmental management systems. We are committed to conducting our activities and operations in line with current legislation and best environmental practice, seeking continual improvement and innovation within all company businesses and activities.

We are committed to high standards of health & safety, recognising our duty and the benefits of providing safe working conditions. We aim to achieve continuous improvement in health & safety performance through the use of robust and where applicable externally audited health & safety management systems.

We accept that motor vehicles are responsible for significant emissions to the atmosphere and by reducing distances travelled by giving our employees travel cards; we can benefit the environment and the health of our staff and the general public. We also aim to purchase energy efficient vehicles possible.

We regard suppliers as our partners and work with them to achieve our aspirations in the delivery of products and services. GT Coulson Fabrication Ltd is committed to working with our suppliers to understand where products are sourced and ensure that the principles of environmental sustainability are upheld.

We recognise that our business and livelihood depends upon our customers. Every employee is responsible for ensuring that customer contact is professional and appropriate. We aim to ensure that our customers receive the level of service and the quality of product they have come to expect from us.

We endeavour to contribute to the communities in which we operate, through the support of local charities.

We provide equal opportunities to all existing and prospective employees recognising that our reputation is dependent on the quality, effectiveness and skill base of our employees. We are committed to the fair and equitable treatment of all our employees and specifically to prohibit discrimination on the grounds of race, religion, sexual orientation, nationality or ethnic origin.

Opportunities are available to disabled persons in accordance with their abilities and aptitudes on equal terms with other employees.

The Managing Director has responsibility for policy implementation within the company and this policy is signed by him to demonstrate our company's commitment. This policy will be reviewed annually.

Andrew Coulson

Date 1st September 2017

