

## CORPORATE & SOCIAL RESPONSIBILITY POLICY

At Powell & Co we are aware of and responsible for our impact on the local community and its environment. We take our responsibility seriously as a service provider, investor, employer and consumer and we are committed to understanding our environmental and social impact.

- **Environment:**

We are aware that our activities can have an impact on the local environment. Our environmental policy states our intentions in detail which will help us to achieve a sustainable development path.

- **Standards of Business Conduct**

We ensure that within our organisation we take the careful steps towards decisions responsibly adhering to ethical, professional, and legal standards.

- **Customers**

Our customer focus is paramount to our organisation, we aim to provide a valuable service beyond that of our competitors, to enable our clients achieve their primary goals.

- **Workforce**

As a small organisation we can work closely with our employees, we enjoy low staff turnover which in return gains respect and loyalty from an employer perspective, this also provides continuity for our clients to trust.

- **Health and safety Policy**

The company will, as far as reasonably practicable take all measures to ensure the safety and health off all employees at their work. It will honour any commitments placed on it by all relevant safety legislation. These measures will also include provision, insofar, as is reasonably practicable, for the safety of other persons who the company does not employ.

- **Suppliers & External Providers**

We consider our supply chain to be business partners; we demand similar business practices to our own and we work with them to deliver safe, reliable equipment and services.

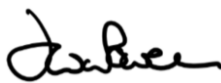
- **Local Communities**

Our organisation reacts favourably towards local communities and charities, we operate a small annual budget providing services and equipment for communities and charities enhance their goals, this involves being active in support for charitable causes.

- **Philosophy**

An essential part of developing relationships with local companies and communities is a responsible approach to levels of safety and service that surpass expectation; trust, responsible reactions and a level-headed approach to decisions are a major factor in creating and delivering business success.

Signed



Jason Powell *Director Responsible*

Date

1<sup>st</sup> December 2025

Review Date:

At least annually or as required following significant changes to the business management system.