

1. Purpose

This policy defines Greatway T&C's approach to Corporate Social Responsibility (CSR) and the principles that guide our social, ethical and environmental conduct. It sets out our four CSR pillars, our measurable commitments under each, and how we will evidence and report our performance. This policy operates alongside and is supported by our linked policies covering Community Engagement, Anti-Slavery & Human Trafficking, Environmental Management, and Equality, Diversity & Inclusion.

2. Scope & Governance

This policy applies to all employees, contractors, subcontractors and suppliers working on behalf of Greatway T&C across all UK operations. The Director holds overall accountability for CSR performance. The designated CSR Lead is responsible for day-to-day management, data collection and reporting. Progress against CSR objectives is reviewed annually by the Director.

3. Social value measurement

Greatway T&C is committed to creating positive social and environmental impact withing the communities in which it operates. At this stage, the company focuses on delivering practical initiatives such as supporting local employment, engaging with local suppliers, promoting fair working practices and minimising environmental impact.

4. Our 4 CSR pillars

4.1 People - our workforce

The company is committed to creating a safe, inclusive and supportive working environment for all employees and contractors. We promote equal opportunities and aim to ensure that all individuals are treated fairly and with respect regardless of background, gender, ethnicity, religion, disability or other protected characteristics.

Greatway T&C recognises the importance of employee wellbeing and will encourage a culture where health, safety and welfare are prioritise across all operations. Appropriate training and development opportunities will be provided to ensure that employees are comptent to carry out their roles safely and effectively.

Fair Pay & Employment

All workers are paid at least the Real Living Wage (as set by the Living Wage Foundation) - not just the statutory minimum. Workers are employed on fair, transparent terms with written contracts provided from day one. Prompt payment of wages - all workers paid on time, every time.

4.2 Community - our local impact

Greatway T&C recognises that its activities may have an impact on the communities and aims to contribute positively wherever possible. We will seek opportunities to support local employment and work with local businesses where we appropriate.

The company aims to operate in a responsible manner that respects local communities and promotes positive relationships with stakeholders.

4.3 Environment - our planet

We aim to minimise the environmental impact of its operations and promoting responsible environmental practices. We aim to reduce waste, encourage efficient use of resources and support environmentally responsible decision making across our activities. Environmental considerations will be taken into account when planning and delivering services, including efforts to reduce unnecessary travel, manage waste responsibly and promote efficient fuel use where applicable. The Company will continue to review its environmental practices and seek opportunities to improve environmental performance as the business grows.

4.4 Supply chain - ethical procurement

We are committed to working with suppliers and subcontractors who share similar standards of integrity, safety and responsible business practices. We aim to build strong relationships with suppliers that demonstrate reliability, professionalism and compliance with relevant laws and regulations. Where possible, the Company will seek to work with responsible suppliers that promote fair working conditions, environmental awareness and ethical business conduct. The Company expects its supply chain partners to operate in accordance with applicable legal and regulatory requirements and to maintain high standards of quality and safety.

5. Stakeholder engagement

Greatway T&C identifies and engages with a broad range of CSR stakeholders to understand expectations and report on our performance. Key stakeholder groups include:

- Workforce - annual wellbeing survey, regular team briefings, workforce representative consultation
- Clients - CSR and social value reporting embedded in contract delivery
- Supply chain - annual CSR supplier survey and performance reviews
- Local communities - proactive engagement per GW-CSR-POL-01
- Regulators and industry bodies - RISQS, Network Rail,
- Local authorities and statutory bodies - engagement on planning, environment, and social value.

Authorisation

I confirm this policy has been reviewed, approved and is effective from 2026.

Rickson Chivunga

Director, Greatway T&C

