



GSS Plant Ltd

Corporate Social Responsibility Policy

Introduction

Gareloch Support Services (Plant) Ltd seeks to integrate social, ethical and environmental concerns into its business operations.

GSS Plant Ltd aims to be open and ethical in all its dealings and to make a positive contribution to the communities in which it operates.

To achieve the aims of this policy GSS Plant Ltd is committed to the following values.

- Clear Direction and Strong Leadership
- Customer Focus
- Respect for People
- Open Communication
- Delivering the best value
- Equality
- Ethical Standards
- Positive Working Relations
- Valuing Diversity in GSS Staff

GSS Plant Ltd will seek to implement its CSR Policy by focusing on the following strategic areas.

- Health and Safety

To protect the Health and Wellbeing of all concerned in the operations of GSS Plant Ltd

- Good Relations

GSS Plant Ltd will seek to foster good relations with all those concerned or affected by the operations of GSS Plant Ltd

- Employees

GSS Plant Ltd will seek to address the aspiration of its employees and to develop competencies through training and mentoring.

Through consideration of the work/life balance GSS Plant Ltd will seek to secure a stable workforce able to contribute to continued productivity. GSS Plant Ltd will also ensure that no member of staff is discriminated or harassed against in terms of hiring, compensation, access to training, promotion, termination or retirement because of age, race, religion, sexual orientation, union membership, political affiliation, gender or disability.

- Community Relations

GSS Plant Ltd will encourage and assist involvement with the wider community and support selected projects by financial and other means. In addition consideration where appropriate will be given to the employment of personnel local to the areas in which we working.

- Environment, Biodiversity of Ecology

GSS plant Ltd will develop Environmental Management practices to minimise waste, recycle where possible and maximise efficiencies. GSS Plant recognises Biodiversity and Ecology and respect and protect the environment and habitats in which we work.

- Pollution, Energy and Greenhouse Gas Management. GSS Plant Ltd adheres to the highest standards of the above by ensuring plant and equipment is maintained as per



manufacturers guidelines to reduce carbon emissions, air and water pollution and that all staff are aware of their responsibilities re same.

- Sustainable Procurement. GSS undertakes to procure goods and services with a view to maximising benefits for the wider world and the organisation.
- Sustainable Waste and Water Management. GSS will recycle waste wherever possible and undertake to ensure that water is used responsibly as a resource.
- Sustainable collaboration with others. GSS works with other partner organisations to ensure best use of staff and equipment to consider environmental impact.
- Prevention of Bribery and Corruption. GSS Plant Ltd is committed to the prevention, detection and elimination of all forms of corrupt business practice. The partners of GSS Plant Ltd do not tolerate any form of bribery or corruption and will strive to ensure that the Company fully meets its obligations under the Bribery Act 2010 and that it carries out its business fairly, honestly and openly.
- Freedom of Association and the Right to Collective Bargaining are Respected. Workers have the right to join or form Trade Unions. The company has an open attitude towards Trade Unions. Workers Representatives are not discriminated against and are free to carry out their representative functions in the workplace.
- Ethics and Human Rights. Employment is freely chosen. Working conditions are safe and hygienic. Child labour is not used. Living wages are paid. Working hours are not excessive.

GSS Plant Ltd will operate in a manner that meets the expectations of clients, contractors, suppliers, the community, employees and all those affected by our operations. We aim to demonstrate this through our actions within our Corporate Policies.

GSS Plant Ltd takes seriously all feedback, complaints and notices of non conformance from all sources and will enter into dialogue to ensure that we fulfil the requirements of this policy.

GSS plant Ltd will communicate openly all Policies, Strategies and Governance to all stakeholders.

GSS Plant Ltd will make resources available to deliver the aims and principles of this policy.

From time to time GSS Plant Ltd will identify a charity and work together with employees and others to promote aid and raise funds for that charity. Nominated charities will be inclusive and aim to benefit all social and community backgrounds.

Signed

MD James McGarry

August 2018
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