

## Corporate Social Responsibility Policy

ERH Communications is committed to operating the business socially and environmentally, supporting local causes and training initiatives within our local community and the wider environment, as well as caring for the health, wellbeing, training and development of our staff.

This CSR Policy should be read in conjunction with our CSR Strategy in which we detail our achievements to date, define the actions we are undertaking and describe our objectives for each of our 4 identified key areas. These areas, which take into account our economic, social and environmental impacts in order to maximise the benefits and minimise the downsides, are:

- Environmental and Climate Change
- Workplace (sub-divided into Health & Safety, Employees and Training)
- Marketplace (Customers and Suppliers)
- Community
- Modern Slavery & Trafficking

CSR is part of our culture and we already have a number of policies that have been developed to drive CSR issues. These policies include:

- Health & Safety
- Environmental
- Recruitment
- Induction
- Training & Development
- Equal Opportunities
- Drugs & Alcohol
- Performance Management
- Supply Chain Selection and Management

To progress these policies further a plan of action is being created to reinforce our measurement and monitoring in areas that will enable us to improve our performance.

We are making significant progress on our CSR journey and have, through several framework contracts, set defined processes on which to build our targets which will enable us to create a benchmark and to set audit procedures. In support of this our CSR Strategy report defines how we deal with our customers and stakeholders and how environmental, safety and community issues shape our approach.

Signed

Jerome Mathias  
(Managing Director)

Review period: 12 Months

