



CORPORATE SOCIAL RESPONSIBILITY (CSR) POLICY

Our Commitment

Larkshill Engineering Ltd is committed to conducting its precision engineering activities in a responsible, ethical and sustainable manner.

We recognise our responsibilities to our employees, customers, suppliers, local community and the environment.

We will comply with applicable UK legislation and continually seek practical ways to improve our environmental, social and ethical performance.

This policy covers four key areas:

- Environment
- Labour & Human Rights
- Business Ethics
- Sustainable Procurement

Environment

Larkshill Engineering Ltd is committed to reducing the environmental impact of its manufacturing and engineering activities.

Our environmental management system is certified to **ISO 14001:2015**, and we use this framework to manage, monitor and continually improve our environmental performance.

We will:

- Maintain our ISO 14001:2015 environmental management system and comply with applicable environmental legislation and requirements.
- Identify and manage the environmental aspects and impacts associated with our activities.
- Use energy, materials, water and other resources responsibly.
- Seek to reduce energy consumption and greenhouse gas emissions.
- Minimise waste arising from machining and manufacturing activities.
- Promote recycling and responsible disposal of waste, including metal, oils, packaging and other relevant materials.
- Prevent pollution and manage hazardous substances responsibly.
- Consider environmental factors when purchasing equipment, materials and services.
- Set appropriate environmental objectives and improvement actions through our environmental management system.
- Monitor relevant environmental performance and review progress as part of our continual improvement approach.



Labour & Human Rights

Larkshill Engineering Ltd is committed to providing a safe, respectful and inclusive workplace.

We will:

- Prohibit forced labour, modern slavery and child labour.
- Respect applicable employment, working-time and minimum-wage requirements.
- Provide a safe and healthy working environment.
- Identify and manage workplace health and safety risks.
- Provide appropriate health and safety information and training.
- Treat employees fairly and with respect.
- Not tolerate discrimination, bullying or harassment.
- Support equal opportunities in recruitment, employment and development.
- Respect employees' rights to raise concerns without fear of retaliation.
- Provide appropriate training and development opportunities.

Business Ethics

Larkshill Engineering Ltd conducts its business honestly, fairly and professionally.

We will:

- Comply with applicable UK laws and regulations.
- Not offer, request or accept bribes or improper payments.
- Avoid and appropriately manage conflicts of interest.
- Maintain accurate and honest business and financial records.
- Protect confidential business and customer information.
- Respect applicable data protection requirements.
- Treat customers, suppliers and employees fairly and professionally.
- Encourage employees to raise concerns about suspected unethical or unlawful behaviour.

Any serious concern will be reviewed by management and appropriate action will be taken.

Sustainable Procurement

Larkshill Engineering Ltd recognises that responsible business practices extend to our supply chain.

Where practical, we will:

- Select suppliers based on quality, service, reliability, cost and responsible business practices.
- Consider environmental, ethical and social factors when selecting and reviewing suppliers.
- Encourage key suppliers to comply with applicable laws and responsible business principles.
- Consider responsible sourcing of materials where commercially and technically appropriate.
- Work with suppliers to address significant environmental, labour or ethical concerns where identified.



- Take relevant environmental considerations into account through our ISO 14001:2015 environmental management system.

Management & Responsibilities

The Managing Director has overall accountability for this CSR Policy and its effective implementation. Day-to-day responsibility for managing and maintaining the policy is delegated to the Process Control Manager.

The environmental aspects of our business are managed through our **ISO 14001:2015-certified Environmental Management System**, with responsibilities and controls defined within that system.

All employees are expected to support the principles of this policy and comply with the requirements relevant to their role.

Managers will communicate the policy to employees and provide appropriate resources, information and training to support its implementation.

Objectives & Continuous Improvement

Larkshill Engineering Ltd will periodically review its CSR performance and identify practical opportunities for improvement.

Our environmental objectives and improvement actions will be managed, where applicable, through our ISO 14001:2015 Environmental Management System.

Where appropriate, we will establish measurable objectives relating to areas such as:

- Energy consumption and carbon emissions
- Waste and recycling
- Resource efficiency
- Employee health and safety
- Employee training
- Ethical business practices
- Supplier performance

Progress against relevant objectives will be reviewed by management and appropriate corrective or improvement actions will be taken.

Communication

This policy will be communicated to all employees and made available to relevant customers, suppliers and other interested parties where appropriate.

Employees are encouraged to raise any concerns relating to environmental, labour, human-rights or ethical issues with management.



Review

This policy will be reviewed at least annually, or sooner where there are significant changes to our business, legal requirements or sustainability risks.

Approved by

Name: FRANK MURPHY

Position: Managing Director

Date: 10/08/2026