



Corporate Social Responsibility Policy Statement

Imperial Ductwork Services Limited's (IDSL) commitment to be a responsible business underpins our values and business strategy. It enables us to be a company that people want to work for and partner with.

People

We will respect their views, provide a safe and healthy working environment and conduct business with integrity. We will achieve this by:

- Investing and developing the skills and capabilities of our employees
- Understanding the needs of our people by consulting on a regular basis and acting on feedback
- Remunerating our employees fairly
- Valuing the diversity of our people
- Complying with all relevant employment and Health & Safety legislation and standards

Clients

We will listen to their views, deliver value beyond their expectations, and remain agile to respond to market needs and competitive pressures. We will achieve this by:

- Exceeding our clients' expectations
- Meeting the challenges placed on us to deliver against our contracts
- Placing safety at the heart of our business and client objectives
- Respecting diversity and considering the needs of everyone
- Building strong long-term relationships with our clients
- Delivering a seamless combination of design, procurement and construction

Community

We will continue to support the communities in which we work and seek to behave with integrity through engaging in consultation and contributing to the economic and social wellbeing of that area. We will achieve this by:

- Actively encouraging participation in community projects
- Supporting local businesses and the economies in which we work
- Operating in a way which does not affect the safety of the community
- Respecting the diversity of communities in which we operate and being sensitive to local needs

Environment

We will seek to develop intelligent solutions to ensure continuous improvement in our environmental performance. We will achieve this by:



- Participating in the Government's commitment towards sustainable development
- Complying with relevant environmental legislation and standards
- Encouraging the efficient use of resources and reduce emission of carbon dioxide wherever we can
- Seeking alternative solutions which encourage more sustainable construction and more efficient waste management techniques

Suppliers

We will work as an integrated team with our supply chain to provide safe and healthy working environments. We will achieve this by:

- Providing safe and healthy working conditions for everyone working with us
- Working in partnership with our suppliers to ensure we are at the leading edge of construction techniques and products
- Seeking the views of suppliers and acting upon feedback
- Engaging with our suppliers in our standards and policies
- Managing our supply chain to improve efficiencies, reduce waste and enhance profitability

Dean Barnes
Managing Director

A handwritten signature in black ink, appearing to read 'D. Barnes', is located below the printed name and title.

August 2026