

CORPORATE AND SOCIAL RESPONSIBILITY POLICY

Policy brief & purpose

Q3 Facilities Holdings Limited (Q3) (including all subsidiary companies such as Q3 Services Group Limited, Q3 Security Limited, Q3 Grounds Services Limited, Newton's Group Limited) are committed to operating in a manner that benefits the environments we work in. Q3 recognises it is part of a bigger system of people, values, other organisations and nature. The social responsibility of a business is to give back to the local communities where we do business and to our environment in which we can have an impact.

What is corporate social responsibility?

Our Corporate Social Responsibility (CSR) company policy outlines our efforts to give back to the local communities as it gives to us.

Scope

This policy applies to our company and its subsidiaries. It may also refer to suppliers and partners.

Policy elements

We are aware that the running of our business will, in many ways, affect our place of work, the community and the wider environment in which we operate. We will ensure that we run our business in a way that will make a positive impact in these areas.

Our corporate social responsibilities are identifiable in the following areas:

Environment

With regard to the business' impact upon the environment, we are committed, amongst other initiatives, to:

- efficient printing, including only printing when absolutely necessary, using recycled materials where possible and turning off printers when not in use;
- reducing the amount of waste produced by the business;
- ensuring that water/electricity is used responsibly by our staff;
- recycling materials as extensively as possible;
- using technology to lessen the need for travel;
- using public transport or electric vehicles wherever possible when travelling is unavoidable;
- appointing an Energy Champion to promote and encourage energy saving measures throughout the business and provide regular updates on progress.

Charitable/community work

Our organisation is keen to support and become involved in community initiatives and charitable work. We do this in the form of sponsorship, donations to national and local charities which may be suggested by our staff, and the funding of community projects. Every suggestion is given due consideration.

Education

We recognise the importance of education in our community and supporting individuals during this process is key to advancement. We actively encourage our employees to take up training courses, often funded by ourselves, and we offer several work experience placements in partnership with local schools.

Our employees

Involvement: We keep our staff fully informed of our policies and procedures and we encourage them to share their ideas with us on both internal processes affecting them, and the way our service is provided to customers/clients. We maintain an open and honest approach to all of our communications.

Equal Opportunities

We are committed to providing an environment of equal opportunities for all members of our workforce. No account of any of the protected characteristics set out in the Equality Act 2010 shall be taken to a detrimental effect in any decision involving recruitment, promotion, provision of facilities etc. See our (Equality, Inclusion and Diversity Policy or Equal Opportunities policy* delete as applicable) for more detail in this regard.

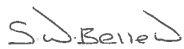
Business partnerships

We will strive to engage with local suppliers and businesses where possible to meet the business' operational needs, in order to support businesses within our area and decrease our carbon footprint.

In respect of our entire CSR initiative, we expect no lesser standards from our suppliers and business partners.

Ongoing commitment

We are fully committed to the principle of CSR and aim to ensure that no relevant policy decisions are made within the business, without first evaluating the potential CSR impact.



Stuart Bellew
Managing Director
1 April 2024