

R D B Concepts Limited

Corporate Social Responsibility Policy



Introduction: We take our responsibilities to the environment, society and the people around us seriously. This policy sets out the principles guiding our decisions and the positive contribution we seek to make.



Scope: This policy applies to all R D B Concepts Limited employees and subcontractors, whether working at Castle Donington, Grantown on Spey, remotely, at client premises or elsewhere on RDB business.



Who to contact about this policy: Questions, suggestions and ideas for improvement can be sent to the CSR team at CSR@rdb-concepts.com.



Our People: We are committed to fair and inclusive employment practices, safe working conditions, employee wellbeing and opportunities for learning and development. We promote equality of opportunity and will not tolerate discrimination, bullying or harassment.



Our Environment: We aim to reduce the environmental impact of our operations through our Carbon Reduction Plan and environmental policies. Our priorities include monitoring greenhouse gas emissions and energy use, managing waste and IT equipment responsibly, and considering sustainability in purchasing and travel decisions.



Ethical Business: We expect honesty, integrity and compliance with applicable law. We oppose bribery, corruption, forced labour and modern slavery, safeguard personal and client information, and seek appropriate ethical and environmental standards from suppliers and subcontractors.



Our Communities: We seek to contribute positively to the communities in which we operate. We encourage appropriate charitable, volunteering and community activities and look for opportunities to share our knowledge, skills and resources where they can make a meaningful difference.



Responsibilities: Sue Evans has overall responsibility for this policy and its review. Managers are responsible for applying the relevant requirements within their areas. Employees and subcontractors must follow applicable policies, act responsibly and raise concerns or ideas for improvement.



Monitoring and improvement: We will review CSR performance at least annually, using proportionate measures such as progress against carbon reduction objectives, employee training and wellbeing activities, supplier checks and community initiatives. Findings and improvement actions will be recorded and followed up by the relevant owners.



Communication and training: This policy and the supporting policies are made available to employees and subcontractors as appropriate at the start of their engagement and through ongoing communications and relevant training. Employees are encouraged to suggest improvements.



Reporting concerns: Concerns about conduct that may conflict with this policy can be raised with a line manager, a director or the CSR team at CSR@rdb-concepts.com. Reports will be considered fairly and handled confidentially as far as practicable. Victimisation of anyone raising a genuine concern will not be tolerated.



Policy review: This policy will be reviewed at least annually and sooner where significant changes to legislation, business operations or stakeholder expectations make this necessary.

Related Programs & Policies

Anti-Bribery Policy	Equipment Offboarding Process
Asset Management Process	EV company car scheme
Aviva Digicare employee wellbeing scheme	Living Wage Employer
Business Management System	Modern Slavery Policy
Carbon Reduction Plan	Purchasing Process
Cycle to work scheme	RDB University (up to 20% of working time is spent training)
Data Protection Policy	Recruitment Policy
Diversity and Inclusion Policy	Sexual Harassment Policy
Employment Handbook	Statements of Main Terms / Contracts
Environmental Management Plan	Working with Suppliers
Environmental Policy	