



Corporate Social Responsibility Policy

At Peake GB, we have integrated our business values and operations to meet the expectations of our stakeholders, including customers, employees, investors, suppliers, the community and the environment.

We recognise that our social, economic and environmental responsibilities to these stakeholders are central to our business. We aim to demonstrate these responsibilities through our actions and within our corporate policies.

We take seriously all feedback that we receive from our stakeholders and, where possible, maintain open dialogue to ensure that we fulfil the requirements outlined within this policy.

We are, and shall continue to be open and honest in communicating our strategies, targets, performance and governance to our stakeholders in our continual commitment to sustainable development.

The Managing Director is responsible for the implementation of this policy and will make the necessary resources available to realise our corporate responsibilities. The responsibility for our performance on this policy rests with all employees throughout the company.

Our partnership focus:

We shall ensure a high level of business performance while minimising and effectively managing risk ensuring that we uphold the values of honesty, partnership and fairness in our relationships with all our stakeholders

Our contracts will clearly set out the agreed terms, conditions and the basis of our relationship and will operate in a way that safeguards against unfair business practices

We shall encourage suppliers and contractors to adopt responsible business policies and practices

We shall encourage dialogue with local communities for mutual benefit

We will register and resolve customer complaints in accordance with our standards of service .

We shall support and encourage our employees to help local community organisations and activities in our region, including our employee chosen charities.

We shall work with local schools to assist young people in choosing their future careers, being an advocate for our industry

We operate an equal opportunities policy (ref PeakeEP) for all present and potential future employees and will offer our employees clear and fair terms of employment and provide resources to enable their continual development

We shall maintain a clear and fair employee remuneration policy and shall maintain forums for employee consultation and business involvement

We shall provide safeguards to ensure that all employees of whatever nationality, colour, race or religious belief are treated with respect and without sexual, physical or mental harassment

The Integrated Management System of Peake GB ensures that we provide and maintain, a clean, healthy and safe working environment in line with our Health and Safety policy and safe systems of work and also that Environmental policies and objectives are part of the business planning cycle.

Martin Peake

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Managing Director

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