

Corporate Responsibility Policy Statement

We recognise that as a modern, forward thinking business, MadiganGill Limited are aware of, and responsible for the impacts upon society and the environment that arise through the provision of our undertakings. We take our corporate social responsibilities seriously as a contractor, employer and consumer and we are committed to understanding, managing and monitoring our environmental and social impact and we reflect these commitments in our management policies:

Sustaining our environment

Recognising that our activities may impact on the environment we have formalised an Environmental Policy which seeks to control these effects and positively work towards achieving sustainable development by setting standards in environmental care.

Standards of business conduct

We are committed to ensuring that our business is conducted in all respects according to rigorous ethical, professional and legal standards.

Customers

We are committed to delivering high quality products and services to our customers that meet or exceed their expectations. Our customers and their satisfaction are the most vital parts of our company, and we include their perspective in every decision we make.

Human rights

We endorse the United Nations Declaration on Human Rights and have developed a number of supporting policy standards and procedures which include non-discrimination, diversity and equal opportunities and seek to be guided by its provisions in the conduct of our business.

Workforce

We believe that the Company's most important asset is its people, it therefore follows that our employees are the most critical investment that we make and is equally important as commercial success.

Health and Safety Policy

Service Provider of Choice

MADIGANGILL LTD

Registered company number | 07037354 | Registered address | 10 Dominion Street, London, EC2M 2EF

| Unit F19, Pure offices, Kestrel Court, Harbour Rd, Portishead, Bristol BS20 7AN | Ground Floor C/O Regus 1000 Lakeside Western Road,

Portsmouth, Hampshire, PO6 3EZ | Office 1, Izabella House, 24-26 Regent Place, City Centre,

Birmingham B1 3NJ



The health and safety of our people is of the highest priority and cannot be compromised. Our objective is to have a workplace free of incidents and injuries and our Health and Safety Policy is being constantly reviewed and adjusted where appropriate to achieve this aim.

Management at all levels are responsible for ensuring those reporting to them understand and comply with this policy and are given any required training.

Suppliers

We regard suppliers as our partners and we work with them to help us achieve our policy aspirations in the delivery of our products and services, encouraging them to adopt responsible business policies and practices for mutual benefit.

Community

We strive to be a good corporate citizen, recognising our responsibility to work in partnership with the communities in which we operate.

Underlying philosophy

MadiganGill Limited believes that a responsible approach to developing relationships between the company and the communities we serve, nationally or local, is an essential component of delivering business success. How we interact with the business in which we operate determines our place within it and we recognise that our corporate social responsibilities to our stakeholders are integral to our business. We aim to demonstrate these responsibilities through our actions and our corporate policies.

Signed on behalf of the organisation



Date : 1st January 2020

Signed by : Danny Madigan

Position : Managing Director

Next Review Date : 1st January 2021