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Corporate and Social Responsibility Policy Statement

December 2023

Field and Lawn are committed to bringing its business values to life throughout our operations; to meeting the expectations of our customers, employees, regulators, shareholders, suppliers, the community and our neighbouring environment.

We embrace our social, economic, safety, health and environmental responsibilities and are committed to:

- Engaging with our stakeholders, and acting on their feedback to ensure that we fulfil the requirements set out in this policy;
- Acknowledging our place and that of our projects within communities, and developing strategies to make these communities stronger, safer, healthier and more inclusive;
- Forging relationships within the communities in which we operate to support community and third sector organisations;
- Supporting and strengthening a local circular economy by prioritising local trades and services wherever possible, particularly those which are aligned to our CSR commitments;
- Encouraging our suppliers and contractors to adopt responsible business policies and practices in line with our own CSR commitments;
- Treating our employees fairly, committing to Living Wage, and facilitating continual professional and personal development through a process of two-way communication and consultation;
- Prioritising the health and wellbeing of our employees, both physical and mental, and respecting a healthy work life balance;
- Encouraging our employees to join us in supporting charity and community-based initiatives through volunteering and fundraising activity;
- Enabling equal opportunities for all and upholding the values of honesty, partnership and fairness, to eliminate bribery and corruption;



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- Setting out the terms and conditions of our contracts clearly and openly in order to safeguard against unfair business practices;
- Communicating our strategies, targets and performance, openly and honestly, as part of our ongoing commitment to sustainable development.

The Group's senior management ensures that this policy and its objectives are communicated and understood throughout the organisation. The policy is reviewed annually through the management review process and, if necessary, revised to reflect the latest developments.

Scott Jameson
CEO