

## FOREMAN ROBERTS CORPORATE SOCIAL RESPONSIBILITY STATEMENT

Foreman Roberts Consulting Limited recognises the importance of operating in a responsible manner. We work with our business values and operations to meet the expectations of our stakeholders which include our clients, employees, suppliers, the community and appreciate the importance of understanding the impact of our activities on the environment.

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

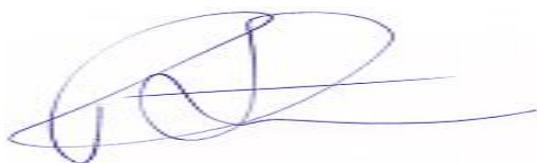
We take all feedback received seriously and where possible, maintain open dialogue to ensure that we fulfil the requirements outlined within this statement.

The following ethics represent the minimum standards to which the Company will adhere in all its undertakings:

- Meet, and where possible, exceed all relevant legal requirements.
- Be open and transparent in the interests of promoting best practice.
- Behave with honesty, integrity and fairness in all activities and relationships with others.
- Act ethically and fairly at all times in our dealings with our stakeholders.
- Ensure our contracts clearly set out the agreed terms, conditions and the basis of our relationship.
- Operate in a way that safeguards against unfair business practices.
- Operate in a way to cause no harm to any individual or organisation.
- Operate in a way that is considerate to the environment and sustainable development.
- Maintain adequate internal controls to ensure standards are met.

We respect the human rights of our employees and all third parties with whom we have dealings. We will ensure that as a minimum the following standards are met and adhered to:

- We operate an equal opportunities policy for all employees and others working for us (such as contractors and temporary staff), promoting diversity and do not tolerate discrimination or harassment on any grounds.
- We will not condone the use of physical or mental coercion or abuse.
- We will respect the rights of individuals to confidentiality of personal information.
- We provide staff with a non-discriminatory grievance procedure which they may invoke if they have a grievance about any aspect of their employment.
- We provide and maintain a clean, healthy and safe working environment.



Signed: Roy Steptoe CEO