



## CORPORATE AND SOCIAL RESPONSIBILITY POLICY STATEMENT

Seaton Rail is very aware of our responsibilities to ourselves, as well as our responsibilities to others, acknowledging how we may impact upon the communities and the environment in which we operate.

We are an ethical business conducted with integrity, independent, with a true passion for the business, our employees and wider community.

Our open, participative management style, challenges convention and rewards innovation respecting all stakeholders.

Trust, honesty and integrity are paramount to our organisation in turn our core values are cascaded into our approach to Corporate & Social Responsibility.

Seaton Rail defines Corporate Social Responsibility as follows:

- We always aim to conduct business in a socially responsible and ethical manner
- The environment as well as the safety of people is our highest priority
- We are keen to support and interact with the communities in which we work

Seaton Rail guarantees that all issues concerning Corporate Social Responsibility are supported in our day-to-day business activities and administrative matters. Furthermore it is ensured that all issues regarding Corporate Social Responsibility are in line with the company's stakeholders' interests.

Seaton Rail commits itself to being recognised as an organisation understanding and protecting Corporate Social Responsibility and believes that in doing so, considerable value will be added for its shareholders.

This policy relates to all activities dealt with by or on behalf of Seaton Rail.

Seaton Rail's employees wholly embrace the considerations of Corporate Social Responsibility outlined in this policy. The company's management team leads by example in this regard, as it continuously integrates those concerns into its daily business routine. The management team make certain that proper organisational structures exist to identify, follow and manage Corporate Social Responsibility matters and performance pertinent to the business.

This policy rests on the subsequent fields, which reflect existing and emerging standards of Corporate Social Responsibility;

### Business Ethics and Transparency

Seaton Rail is dedicated to maintaining high standards of integrity to enable us to continue the excellence in our operations. The company will carry out its business in an honest and ethical way.

Seaton Rail identifies the importance of protecting all of its assets, be it financial, physical, bodily, environmental or social.

### Environmental Health & Safety

The company is dedicated to protect the health and safety of all people who come into contact with our services this includes clients, employees, contractors and the general public. We will not compromise the health & safety of any person we will ensure a safe and healthy workplace.

Seaton Rail will strive to advance responsible environmental practices and continue to improve.

All the company's employees are responsible for helping to work in a safe workplace and for operating in an environmentally accountable manner.

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## Employee Relations

Whilst respecting the Laws of the United Kingdom, the company will exercise fair working practices.

Seaton Rail will make sure that all employees are treated equally and fairly and consideration will be taken for their aspirations and achievements in the workplace.

All people coming into contact with the company will be treated equally irrespective of race, colour, religion, gender, sexual orientation, physical disability or any other grounds that might be construed as grounds for discrimination, including harassment and intimidation. We are an Equal Opportunities Company.

## Community Investment

Seaton Rail will aim to develop beneficial relationships with communities and will combine Community Investment considerations onto decision-making and business practices.

Where the company operates, we will endeavour to provide employment and economic opportunities in the community.

Reviewed By

Shane Seaton  
 Managing Director  
 Date: 16<sup>th</sup> January 2021

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