

## Corporate Social Responsibility Statement

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Project Design Engineers Ltd (PDE) is a well-established premier Engineering, Design and Project Management Consultancy, with a highly regarded reputation for demonstrating expertise and consistent attention to detail across a wide range of projects and locations. PDE's multi-discipline project capability is supported fully by industry standard CAD and CAE systems, enabling PDE to provide a comprehensive engineering service from concept through to completion.

We understand that in the pursuance of our business activities we have social, economic and environmental impacts in everything we do, and this policy reflects our commitment to ensuring that sustainability is considered through all our business decisions.

The PDE top management is committed to:

- Identifying and managing the impacts of our business through a systematic process to achieve our aims of long-term success while satisfying our ethical, legal and contractual obligations.
- Providing an exemplary service to our clients to ensure sustainable improvement through investment in the well-being and competence of our employees.
- Planning and executing all work activities in a manner which safeguards the health, welfare and safety of our employees, and those affected by our services in compliance with our OHSAS 18001 certified safety management system.
- Ethical and environmental practices within our organisation and to ensure our partners also have responsible social and environmental practices, in compliance with our BS EN ISO 14001 certified environmental management system.
- Recognising our Company's wider impact on the populations connected to our business and engaging with our community by volunteering and donating resources.

We recognise our employees as being our greatest asset and resource within the business. Our employee handbook lays out our arrangements for managing flexible working hours, remuneration and working conditions, behaviour and discipline, safety and well-being.

We address the risk of bribery and corruption, discrimination and harassment, equality and diversity within our business through separate policy's and guidance, providing clear direction to our employees on our arrangements for mitigating these risks.

This Corporate Social Responsibility Statement has been signed and approved by the HSEQ Director. It will be displayed in PDE work locations and will be made available to all relevant interested parties upon request.

This policy will be reviewed for continuing suitability, adequacy and effectiveness at management review and will be communicated fully throughout the organisation.

A handwritten signature in black ink that reads "Patrick Kelly". The signature is written in a cursive, slightly slanted style.

Patrick Kelly

Health, Safety, Environmental and Quality (HSEQ) Director

Date of issue: July 2019