

	Corporate Social Responsibility Policy	Doc Ref	POL 39
		Rev	0
		Date	19/05/2025

The FT Construction Group is a leading privately owned construction group operating throughout Yorkshire and the North East of England. The FT Construction Group comprises Walter Thompson (Contractors) Limited, Tom Willoughby Limited and Langtons (Northallerton) Limited.

As a group, we are committed to making a positive impact on society and the environment, not just through our construction projects but as a core aspect of our corporate identity. This Corporate Social Responsibility Policy outlines our dedication to responsible business practices, sustainability, community engagement, and ethical conduct.

Our Commitment

Community Engagement: We will actively engage with the communities in which we operate, understanding and addressing their needs, supporting local initiatives, and creating lasting, positive relationships.

Ethical Business Conduct: We will conduct all our operations with the utmost integrity, adhering to ethical standards, promoting fair labour practices, responsible sourcing, and transparent supply chains.

Sustainability: We will strive for environmentally responsible construction practices, minimizing our carbon footprint, conserving resources, and promoting sustainable building methods and materials.

Social Inclusion: We are dedicated to providing equal opportunities for all individuals, fostering diversity and inclusion within our workforce, and supporting underrepresented groups.

Health and Well-being: We will prioritize the health and well-being of our employees, promoting positive mental and physical health and wellbeing and ensuring safe working conditions and access to healthcare services to all.

Positive Impact: We will encourage our teams to actively seek ways to add value to the communities in which we operate using their skills, time and expertise, through, volunteering, sponsorships, attendance to community events and partnerships with organizations to support local projects.

Implementation

Responsibility: The FT Construction Group's leadership, management, and employees share responsibility for the successful implementation of this policy. Our employees are aware of and share in our commitment to promoting social value and are encouraged to contribute to our social value objectives and be mindful of their actions on colleagues, clients and society as a whole.

Stakeholder Engagement: We will actively seek feedback and engage with stakeholders, including clients, employees, local communities, and relevant organisations to continually improve our social value efforts.

Measuring and Reporting: We will establish key performance indicators (KPIs) and metrics to measure our social value contributions. Regular reporting and transparent communication on our progress will be a fundamental aspect of our approach.

Continuous Improvement

Review: This policy will be reviewed regularly to ensure its relevance and effectiveness. We will make adjustments as necessary to align with emerging best practices and changing societal needs.

Education and Training: The FT Construction Group will invest in the training and education of our employees to ensure they understand and embrace the principles and values of this policy.

Compliance and Accountability

Non-Compliance: Any non-compliance with this policy will be addressed, and corrective actions will be taken as appropriate.

Accountability: The board of directors and executive leadership team will be accountable for ensuring the successful implementation of this policy.

Communication

FT Construction Group will communicate this policy to all stakeholders, including employees, clients, subcontractors, and the public, to foster a sense of collective responsibility and understanding of our commitment to social value.

This Corporate Social Value Policy reflects our commitment to responsible, sustainable, and ethical business practices. It is a central component of our identity and vision for the future, guiding us as we build not just structures but better communities.

It is our duty to ensure good Social Values are practiced in all contracts and projects that we are involved in and we will seek to influence customers to demonstrate a positive environmental commitment.

This policy is maintained as documented information and is used for promoting and communicating Corporate Social Responsibility to employees and is made available to interested parties on the company website.

A handwritten signature in black ink, appearing to read 'P. Blades', with a stylized flourish extending to the right.

P. Blades: HSEQ Director

Date: 19/05/2025