

1. Policy Statement

Structura is deeply committed to being a responsible corporate citizen. Our **Corporate Social Responsibility (CSR)** policy reflects our dedication to integrating ethical, social, environmental, and economic considerations into our business operations and decision-making processes. We believe that by acting responsibly, we not only contribute positively to society and the environment but also enhance our reputation, build trust with our stakeholders, and foster long-term sustainable growth. This policy outlines our commitment to operating in a manner that creates shared value for our employees, clients, communities, and the planet.

2. Scope

This policy applies to all aspects of Structura's global operations, including our offices, project sites, and relationships with employees, clients, suppliers, contractors, and other business partners. Every individual and entity associated with Structura is expected to understand and uphold the principles outlined in this policy.

3. Our CSR Pillars and Commitments

Structura's CSR approach is built upon four interconnected pillars:

3.1. Environmental Stewardship

We are committed to minimizing our environmental impact and promoting sustainable practices. Our commitment includes:

- **Minimizing Environmental Footprint:** Reducing energy consumption, water usage, and waste generation in our operations.
- **Pollution Prevention:** Actively working to prevent pollution and protect natural resources.
- **Sustainable Resource Management:** Promoting the efficient use of materials and encouraging recycling and reuse.
- **Climate Change Action:** Striving to reduce our carbon emissions and explore

renewable energy solutions.

*For more detailed commitments, please refer to Structura's dedicated **Environmental Policy**.*

3.2. Workplace & People

We are dedicated to fostering a safe, inclusive, and empowering work environment where all individuals are treated with dignity and respect. Our commitment includes:

- **Equality, Diversity & Inclusion (EDI):** Ensuring a workplace free from discrimination, harassment, and victimisation, promoting equal opportunities, and valuing diverse perspectives.
- **Fair Employment Practices:** Adhering to fair labor practices, including fair wages, working hours, and conditions, and prohibiting child labor, forced labor, and human trafficking.
- **Employee Well-being & Development:** Prioritizing the health, safety, and well-being of our employees, and investing in their continuous learning, professional development, and career progression.
- **Health and Safety:** Providing a safe and healthy working environment for all employees and anyone affected by our operations, adhering to all relevant health and safety legislation.

*For more detailed commitments on fair treatment, please refer to Structura's **Equality, Diversity and Inclusion Policy** and **Anti-Slavery and Human Trafficking Policy**.*

3.3. Community Engagement & Social Impact

We believe in contributing positively to the communities in which we operate, understanding their needs, and supporting local initiatives. Our commitment includes:

- **Local Community Support:** Engaging with local communities to understand their needs and contributing to their development through initiatives such as volunteering, charitable donations, and skill-sharing.
- **Ethical Sourcing:** Working with suppliers and partners who uphold ethical labor standards and operate responsibly within their communities.
- **Stakeholder Dialogue:** Maintaining open and transparent communication with our stakeholders to build strong, trust-based relationships.

3.4. Ethical Governance & Business Practices

We conduct our business with the highest standards of integrity, transparency, and accountability, ensuring compliance with all applicable laws and regulations. Our

commitment includes:

- **Anti-Bribery & Corruption:** Maintaining a zero-tolerance approach to bribery, corruption, and any form of unethical conduct, ensuring all business dealings are conducted fairly and honestly.
- **Data Protection & Privacy:** Protecting the confidentiality, integrity, and availability of all information assets, particularly personal data, in full compliance with GDPR and other data protection laws.
- **Responsible Supply Chain:** Working with suppliers and partners who share our ethical values and adhere to high standards of social, environmental, and governance performance.
- **Transparency & Accountability:** Ensuring clear reporting and robust internal controls to maintain accountability across all aspects of our business.

*For more detailed commitments on ethical conduct and data protection, please refer to Structura's **Anti-Bribery and Corruption Policy** and **Information Security and GDPR Policy**.*

4. Responsibilities

- **Board of Directors/Senior Management:** Holds overall responsibility for setting the strategic direction of CSR, approving the policy, and ensuring adequate resources are allocated for its implementation and monitoring.
- **CSR Lead/Committee:** Responsible for developing, implementing, and monitoring CSR initiatives, coordinating efforts across departments, and reporting on progress.
- **Department Heads/Managers:** Responsible for integrating CSR principles into their respective departmental operations, promoting awareness among their teams, and ensuring compliance.
- **All Employees:** Expected to understand and adhere to this policy, actively participate in CSR initiatives, and report any concerns related to ethical, social, or environmental conduct.
- **Suppliers & Partners:** Expected to align with Structura's CSR principles and commitments as a condition of engagement.

5. Implementation, Monitoring, and Reporting

Structura will:

- **Develop Action Plans:** Translate the principles of this policy into actionable programs, initiatives, and measurable objectives across all relevant departments.

- **Monitor Performance:** Regularly track and measure our performance against established CSR objectives and key performance indicators (KPIs).
- **External Assurance:** Seek independent verification or assurance for key CSR metrics where appropriate.
- **Report Progress:** Communicate our CSR performance transparently to stakeholders through internal communications, annual reports, or dedicated CSR reports.
- **Continuous Improvement:** Periodically review and update our CSR initiatives and objectives to reflect evolving best practices, stakeholder expectations, and regulatory requirements.

6. Policy Review

This Corporate Social Responsibility Policy will be reviewed annually, or more frequently if required by significant changes in legislation, business operations, or stakeholder expectations, to ensure its ongoing relevance and effectiveness.

Date of Last Review: 12/08/2025

Approved By: G. Haslam - Director, STRUCTURA Project Services Ltd