

# PERMASTEELISA GROUP SOCIAL VALUE POLICY

JUNE 2025

At Permasteelisa Group, we recognise that our operations have a profound impact on the communities and environments in which we work.

We are committed to creating tangible, long-term and positive social value by integrating ethical and inclusive practices into every aspect of our business. This policy outlines our commitment to maximising the benefits we bring to society, beyond the traditional scope of our economic contributions. We believe that by fostering strong relationships with our employees, clients, suppliers, sub-contractors and local communities, we can build a lasting and equitable future for all.

## Our Commitment:

- We are committed to upholding the highest standards of integrity and transparency in all our operations, adhering to applicable regional laws and regulations, including those related to labour, human rights, and sustainable local procurement. (Standalone policies are available).
- We are committed to collaborating with suppliers and sub-contractors who share our commitment to ethical behaviours and sustainable practices and we will promote transparency and accountability throughout our supply chain.
- We are driven to improving community engagement by building strong relationships with our local communities and understanding and responding to their needs.
- We will actively support community initiatives and projects that promote social, economic development and engage with projects that enhance the local environment.
- We engage with local communities to provide upskilling and training opportunities to foster localised long-term job creation.
- We commit to creating a safe, inclusive and equitable workplace for all employees and the communities we work within.
- We invest in employee and supply-chain training and development to enhance skills and career opportunities.
- We aim to promote wellbeing through our 'Work Safe, Live Well' health and safety programmes, and work-life balance initiatives.
- We promote diversity and inclusion in all our workforce.
- We focus on educational engagement, to ensure students (including apprentices) are receiving practical skills for their personal development.

- We aim to support solutions that address social and environmental challenges by collaborating with our supply chain to advance social value initiatives.
- We build a culture of community support and volunteering within the Group, to collectively make positive long-lasting effects on our wider community.
- Where practical, we aim to utilise local Small Medium Enterprises for the betterment of local businesses, creation of jobs, safer livelihoods and local development.

## Implementation:

To achieve these objectives, Permasteelisa Group will:

- Commit to continuous improvement in our social value practices. This includes measuring our impact around community and educational engagements and both internal and external development opportunities, to enhance and improve Permasteelisa Group's community outreach and brand reputation.
- Work closely internally and externally to enhance awareness on social value topics, including modern slavery, and provide support to deliver projects with local sustainable procurement and ethical labour considerations.
- Engage with internal and external audits to monitor compliance and risk and identify opportunities for improvement.

This policy is reviewed regularly to ensure that our practices continue to evolve and that we are making a meaningful contribution to the environment and the wider community.

**Liam Cummins**  
CEO, Permasteelisa Group