

**CORPORATE SOCIAL RESPONSIBILITY POLICY STATEMENT**

Ardmore is committed to recognising our responsibilities to all our stakeholders:

- Shareholders
- Customers
- Employees
- Those with whom we do business – our suppliers, sub-contractors and business partners
- Society, especially the communities neighbouring our operation.

We will deal with all of these groups fairly and, at a minimum, in accordance with our contractual obligations to them.

In line with this commitment we will conform to a set of core principles:

**1. Legal conformance**

**2. Sustainability** – considering economic, environmental, social, equal opportunities and ethical issues in managing our business.

- a. *Economic* – We consider the potential impact of our developments on the local economy of the communities concerned
- b. *Environmental* – We assess and manage the environmental impacts of our operations. We seek to promote best practice in design, construction and subsequent use and maintenance of the products we build.
- c. *Social* – We seek to encourage social inclusion in the communities that we help to develop and to operate in an ethical manner with all stakeholders. We strive to manage our activities in a safe manner and to protect the health of our employees and contractors. We also seek to develop the skills and experience of our employees and to offer opportunities for advancement.
- d. *Equal Opportunities* – We seek to eliminate racial discrimination and to promote equal opportunity in employment.
- e. *Ethical* – We expect our employees to avoid and resolve conflicts of interest between their private financial activities and their part in the conduct of company business. Bribery and corruption will not be tolerated.
- f. We will make every effort to use ethical supply chains, sourcing materials from local suppliers and manufacturers where practicable. We will endeavour to ensure that the source of materials we use is sustainable. Ardmore will not deal with suppliers using child labour or practices that are illegal.

**3. Continual improvement** – in all aspects of our business, Ardmore will strive to continually improve its performance.

**This policy will be reviewed annually.**



**Patrick Byrne**  
Managing Director



**Cormac Byrne**  
Managing Director

**September 2018**