

Corporate Social Responsibility Statement

Houlder is committed to undertaking its business in an ethical, transparent and accountable manner while meeting its social, economic and environmental responsibilities. The company recognises that doing so is integral to the long-term success of the company and the communities in which we operate.

Houlder commits to developing and integrating these values into our operations to meet the expectations of our stakeholders, including customers, employees, investors, partners, suppliers and other interested parties.

Houlder is committed to:

- Upholding the values of honesty, partnership and fairness in our relationships with stakeholders while effectively managing business risks and opportunities.
- Clearly and transparently setting out the basis of any commercial relationships including agreed contractual terms and conditions.
- Operating in a way that safeguards against unfair business practices.
- Encouraging partners, suppliers and contractors to adopt best practice and responsible business ethics and practices including all applicable laws and regulations.
- Maintaining forums for employee consultation and continual business improvement
- Offering our employees clear and fair terms of employment and providing training to enable continual employee development.
- Providing safeguards to ensure that all employees of whatever nationality, gender, colour, race, sexuality or religious belief are treated with respect and without harassment.
- Providing a clean, healthy and safe working environment in line with the H&S provisions within our Business Quality Management System.
- Continuously review and update our Corporate Social Responsibility actions as required to deliver improvement and revise this CSR Statement as required.

Houlder operates as an Employee Benefit Trust (EBT) company and is a member of the UK Employee Ownership Association.

The Senior Management Team is fully committed to providing leadership and the essential resources, communication, employee engagement, training and support as required to manage and implement our corporate social responsibilities. The responsibility for our performance on this policy rests with all employees throughout the company.

Signed  _____

Rupert Hare

Chief Executive Officer

Date 06.08.2019