

# Corporate and Social Responsibility Policy - Hill-Tec Ltd

## Integrity, Community, and Engagement

At Hill-Tec Ltd, we are dedicated to upholding a strong corporate and social responsibility that aligns with our core values. With a wide range of services including boots on the ground and business consultancy, we prioritise integrity, clear communication, and engagement with our clients, team members, and subcontractors.

Our unwavering commitment to these values, along with our positive outlook and collaborative approach, consistently deliver successful results for our clients. We firmly believe in building trusted partnerships that support the achievement of successful project outcomes.

Through our dedication to integrity, we hold ourselves to the highest ethical standards, ensuring honesty and adherence to ethical principles in all aspects of our work.

Communication plays a vital role in our projects, and we work closely with clients to foster effective and transparent communication channels while ensuring compliance with safety guidelines.

Furthermore, our emphasis on engagement is evident through thorough subcontractor audits, guaranteeing quality work and the implementation of robust safety measures. By prioritising integrity, communication, and engagement, we are committed to delivering top-notch work and minimising risks for our valued clients.

## Ensuring Health and Safety

Hill-Tec Ltd is committed to planning and executing all operations in a manner which safeguards the health, welfare and safety of our employees, supply chain partners, clients, the general public and those who use any of our facilities.

At all levels in the business, we consider safety a major priority and constantly strive to eliminate the causes of incidents in our quest for an injury free workplace.

We expect our employees to take individual responsibility and encourage safe work behaviours. It is our objective to promote a positive safety culture amongst employees and to ensure that all of our activities are undertaken safely.

## Protecting the Environment

We acknowledge that some of our operations undertaken by Hill-Tec Ltd could have an effect on the environment.



Hill-Tec Ltd is committed to minimising the harmful effects of these operations. This includes making the most efficient use of energy, reducing waste, recycling materials, minimising the generation of noise, dust or other pollutants, and promoting the use of environmentally friendly & sustainably sourced material.

### **Investing in our People**

At Hill-Tec Ltd, we see our employees as the backbone of our organisation. We are committed to showing respect to all employees and encouraging their development and training needs. We aim to empower our employees and will recognise individual contributions and reward our employees fairly.

Our aim is the happiness of our employees through their worthwhile and satisfying employment in a successful business.

Hill-Tec Ltd will ensure that through our equal opportunities policy that we will offer our employees clear and fair terms of employment and provide resources to enable their continual development.

We will ensure that all employees of whatever nationality, colour, race or religious belief are treated with respect and without sexual, physical or mental harassment.

We shall provide, and strive to maintain, a clean, healthy and safe working environment in line with our Health and Safety policy and safe systems of work.

### **Inspiring the Next Generation and Community Engagement:**

Hill-Tec Ltd is committed to inspiring the next generation and actively engaging with the community. We believe in the importance of fostering interest in the construction industry and addressing the skills gap. Our initiatives for inspiring the next generation and community engagement include:

Collaborating with organisations such as Developing the Young Workforce, Scottish Natural Heritage, STEM, and additional partners to conduct workshops in schools located in areas where we secure contracts. These workshops aim to educate young people about the construction industry, its opportunities, and the importance of sustainable practices.

Offering mentoring programs and internship opportunities to young individuals interested in pursuing a career in construction. These programs provide hands-on experience, guidance, and exposure to different aspects of the industry.

Participating in career fairs, industry events, and open days to showcase the diverse range of opportunities available in the construction sector. We actively engage with young individuals, parents, and educators to provide insights into the industry and encourage career exploration.

Supporting local community initiatives and charities through sponsorship, volunteering, and fundraising activities. We actively seek opportunities to give back to the communities in which we operate, aligning our efforts with local needs and priorities.



Hill-Tec Ltd actively engages and builds relationships with third-party organisations to develop educational programs and initiatives targeting young people. We work closely with schools, community organisations, and relevant groups to create engaging content that inspires and educates young individuals about the potential of technology in the construction industry. Through these efforts, we strive to contribute positively to the communities we operate in and leave a lasting impact.

In summary, Hill-Tec Ltd is committed to upholding the highest standards of corporate and social responsibility in the construction industry. We prioritise risk management improvements, promote mental health and wellbeing, encourage observations and proactive risk management, facilitate knowledge sharing, and actively engage with the community and inspire the next generation.

These commitments reflect our core values of integrity, communication, and engagement and contribute to the overall success of our projects while ensuring the safety, wellbeing, and sustainability of our workforce, stakeholders, and the communities we serve.

**Director Name**

Duncan MacPherson

A handwritten signature in black ink, appearing to be 'D MacPherson', written over a light grey rectangular background.