

CORPORATE SOCIAL RESPONSIBILITY POLICY

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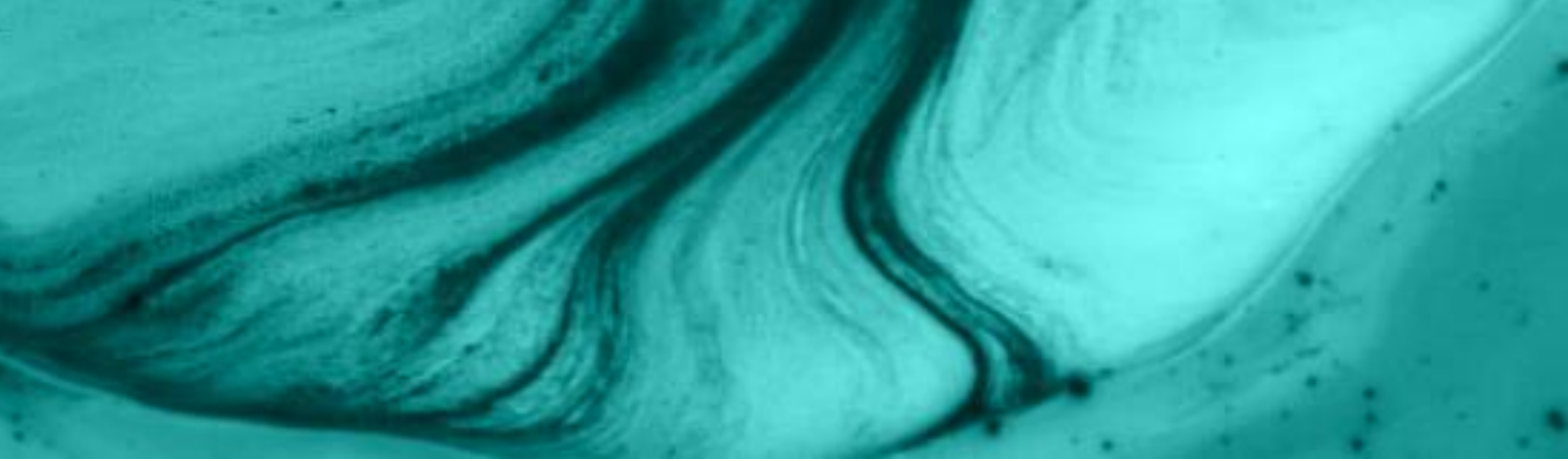
Transforming
Visions into
Reality



buildix
Consultants

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1 Purpose

At Buildix Consultants, we recognise that our responsibilities extend beyond delivering engineering solutions. Our commitment to Corporate Social Responsibility (CSR) reflects our dedication to ethical practices, environmental stewardship, social inclusion, and positive community impact. This policy outlines the principles and actions we undertake to ensure our operations contribute meaningfully to society, the environment, and our stakeholders.

2 Scope

This policy applies to all directors, employees, contractors, and representatives of Buildix Consultants, and extends to our relationships with clients, suppliers, and community stakeholders.

3 Key Focus Areas

3.1 Environmental Sustainability

We strive to reduce our environmental impact by:

- Integrating low-carbon design principles and sustainable materials into our engineering solutions.
- Minimising waste and resource consumption in our operations and projects.
- Complying with applicable environmental regulations and striving to exceed them where practical.
- Promoting awareness and continuous improvement in environmental practices among our staff and partners.

3.2 Social Responsibility

We are committed to being a responsible and inclusive business by:

- Supporting diversity and inclusion in our workforce, including equitable opportunity for underrepresented groups (e.g. people with disabilities, long-term unemployed, and culturally diverse backgrounds).
- Partnering with organisations and programs that promote STEM education, especially for young women and underprivileged students.
- Maintaining safe, respectful, and ethical workplaces free of discrimination, harassment, and exploitation.
- Encouraging staff to participate in community engagement activities, including volunteering and pro bono work where aligned with our expertise.



3.3 Ethical Governance and Transparency

We hold ourselves accountable to the highest standards of ethical conduct:

- Acting with integrity in all business dealings and avoiding conflicts of interest.
- Complying with all applicable laws and regulatory obligations.
- Upholding our Code of Ethics in every aspect of our decision-making.
- Providing clear, accurate, and transparent communication to our clients and stakeholders.

3.4 Employee Wellbeing and Development

Our people are at the heart of our success. We support them by:

- Fostering a culture of safety, respect, and work-life balance.
- Investing in professional development and continuous learning.
- Offering flexibility and wellness support to help our team thrive personally and professionally.

3.5 Responsible Procurement and Supply Chain

We work with suppliers and partners who share our values:

- Prioritising those who demonstrate ethical labour practices and environmentally responsible operations.
- Avoiding suppliers associated with modern slavery, unsafe work conditions, or environmental harm.
- Encouraging transparency and collaboration throughout our value chain.

4 Implementation and Review

The directors of Buildix Consultants are responsible for overseeing the implementation of this CSR policy. All team members are expected to actively support its objectives.

We will review this policy annually to ensure its ongoing relevance and effectiveness, and adjust our commitments as our company grows and evolves.

5 Feedback and Reporting

Buildix encourages feedback from employees, clients, and stakeholders to help us improve our CSR initiatives. Concerns or suggestions can be directed to the Directors via our website or through internal reporting mechanisms, including our Whistleblower Policy.

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