

## CORPORATE SOCIAL RESPONSIBILITY POLICY STATEMENT

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Geobear Limited and its subsidiary companies ("Geobear") is a specialist geotechnical contractor who develops designs and conducts ground improvement / stabilisation, void filling and remedial subsidence repair solutions. Geobear recognises the importance of meeting our social, economic and environmental responsibilities. Geobear will establish and develop a number of opportunities to succeed in these areas.

With regards to our social responsibility, Geobear will:

- Look to encourage apprenticeships in the local communities;
- Promote and support development through training of employees;
- Support employees in charitable work.


With regards to economic responsibilities, Geobear will:

- Work ethically with Clients and supply chain
- Source locally where practicable to help support the local economy

With regards to our environmental responsibility, Geobear will:

- Continually drive improvements in the energy performance of our business
- Seek out new and innovative ways to reduce the embodied carbon footprint of projects

This policy statement, which is reviewed annually by Geobear, is communicated to all employees and persons working on its behalf, is displayed at all offices and sites and is made publicly available via the website.

<b>Prepared by: Malcolm Mearns (SHEQ Director)</b>	<b>Approved by: Peter Luby (COO)</b> 	
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