



Professional



Responsible



People



Teamwork



Passionate

CORPORATE SOCIAL RESPONSIBILITY POLICY

This policy applies to all employees, contractors, temporary workers, and other individuals who work on behalf of the company.

Global Rail Construction place people at the heart of what we do, from our workers, clients and supply chain partners, to our neighbours and the wider community.

We aim to minimise the impact of our activities on our stakeholders and the environment in order to operate a successful business in a way that is safe, sustainable and socially responsible.

The principles of corporate and social responsibility are an intrinsic part of our business and are central to our long-term strategy. We will comply with all relevant legislation as a minimum and are working towards recognised good practice in sustainability and corporate and social responsibility.

Health and safety is of paramount importance to us and we are committed to a healthy and safe environment in which to work through an effective health & safety management system by reducing accidents, improving our occupational health regime and increasing training and awareness. Our vision is that everyone arrives for work healthy and leaves for home safely, everyday.

Sustainability is built into our projects from the initial requirement and the influences on all aspects such as the provision of design and operations on site, from the selection of materials to waste management requirement including our continual improvement process.

We accept that we have a duty to trade responsibly and therefore want to ensure that those people with whom we deal and in particular our supply chain live up to our code of business conduct, values and standards and share that responsibility. Accordingly, our suppliers are required to comply with and seek to develop relationships with their own supply chains consistent with the principles set out in our Supplier Code of Conduct which applies the base code for ethical trading initiatives.

We recognise and respond to the challenges and opportunities that are presented by climate change and we aim to manage our environmental footprint and enhance our performance in areas where we operate, particularly in relation to energy and waste.

We also look to maximise the benefits we deliver to those affected by our operations and, where we can, try to ensure that the communities in which we work see positive gains.

To achieve our objectives we shall develop internal and external awareness of our corporate and social responsibility and continue to recruit, train, develop and retain the best available workforce.

Their expertise is directly reflected in the high quality of the services we provide our clients and is vital to the future success of the business.

It is the responsibility of everyone in the business to comply with this policy and its associated arrangements as an integral part of their day-to-day business.

The policy is aligned with the minimum requirements of the RSK Group policies and will be reviewed annually, as a minimum by the Directors in consultation with the Head of Compliance and amended as required by law should new legislation come into force or to ensure it remains relevant and appropriate to the organisation. This has been endorsed by the Management team at Global Rail Construction Limited who take direct responsibility for its execution.

Signed on the 26th June 2026 for and on behalf of Global Rail Construction Limited.

Signed:


M G Lombardelli
Managing Director

Signed:


P. Coleman
Head of Compliance