



POLICY STATEMENT

Corporate Social Responsibility

The company's visions and values clearly indicate our social commitment in relation to our own workforce that of our customers, the local community and protecting the Environment for the benefit of all including future generations.

Corporate responsibility is considered more than just an add-on; it is an integral part of the way we do business. We pursue the ceaseless endeavour to maintain and enhance our reputation for conducting our business honestly and with integrity, respecting people as individuals and providing our customers with best value in relation to our social as well as legal and moral obligations.

This Corporate Responsibility Policy sets out our commitment to achieving and maintaining our CR objectives and provides the framework for the development and execution of corporate responsibility-related activities throughout the company.

Our CR activities focus on the following main areas:

People

The company's greatest asset is its workforce. Total Hire and Sales are fully committed to providing opportunities for all employees to continually develop their professional and personal development enabling them to reach their full potential.

All employees are treated in a responsible and caring manner adding to the Quality of life of the workforce and creating sustainable livelihoods for their families.

All employees are treated fairly and equally regardless of Race, gender, age, disability. Regular consultation takes place between the management of the company and the workforce and this ensures that the views of the workforce are considered in the decision making process and ultimately the effectiveness of the business. The importance of people extends to that of our customers and the need to not only provide an excellent service but also to ensure that ongoing support is available and provided.

Safety and Occupational Health

The Safe and health of the workforce and of those who may be affected by our business activities is of paramount importance to Total Hire and Sales.

All Employees possess the relevant competencies to undertake the work required of them and we are continually striving to improve our Safety and Health performance. Annual Safety and Health awareness training is given to all employees to ensure the importance of good performance remains a priority. Responsibility for Health and Safety is taken extremely seriously and is led at main board level by the Chairman and is supported by the Group's Head of Health & Safety and a

team of in house qualified and experienced health and safety practitioners. The involvement and input of the workforce in developing safe systems of work ensure that best practice is adapted to the benefit of the workforce and customers alike.

The Environment

Total Hire and Sales is conscious of the impacts that the business operations may have on the natural environment and we endeavour to minimise and mitigate these impacts where possible, by utilising environmentally sustainable material and practices. Total Hire and Sales will measure, monitor, manage and publicly report on its environmental impact.

Initiatives are in place, where possible, to reduce energy consumption to off-set or neutralise unavoidable CO2 emissions.

As a registered waste broker Total Hire and Sales also command influence in ensuring that the duty of care to the environment in dealing with waste is complied with by various stakeholders within the construction industry.

Community

Total Hire and Sales have a strong community focus and recognise the importance of supporting the local community the company also have regular interface with various organisations, charities and sponsors' with a view to improving the wellbeing of the community and supporting the community at large. The donation of various items of equipment also improves the lives of those less fortunate in the wider world.

Participation in local events enables the company to interface with the community and also raise awareness of the future generation in relation to improving the quality of life for all.

Business Integrity and Code of Ethics

Total Hire and Sales Ltd recognises that it is important to have values and principles that guide the company and its employees. The company adopts the highest ethical standards will not tolerate any behaviour that is not in accordance with our Code of Ethics.

The protection of our reputation and the trust and confidence of those with whom we deal with are some of our most important assets. Total Hire and Sales will maintain the highest standards of professionalism, integrity, honesty and diligence. By working collaboratively, involving our clients and supply chain at all stages of service provision we have been able to add value to the service we provide and to our business.

Continual Improvement

Total Hire and Sales are committed to ensuring a continual improvement in all areas of performance, by monitoring and measuring performance we can assess and benchmark

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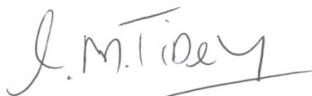
ourselves enabling the future setting of objectives and targets in all areas of our social and corporate responsibilities thus ensuring a continual improvement occurs.

By always striving to improve we can ensure best practice is always adopted.

Commitment

Total Hire and Sales Ltd is committed to embedding its corporate responsibilities into everyday operations, policies, procedures and practices, and to promoting a responsible business approach.

Total Hire and Sales reviews performance against the corporate and social responsibility policies a blame free culture is promoted to ensure the development of these policies which underpin both the legal and moral obligations of the company. An annual corporate responsibility report is produced and available.



Signed.....

Carl Tidey - Managing Director
1st February 2019

