



Corporate Social Responsibility Policy

The Board of akp Scotland Ltd. is firmly committed to a pro-active approach towards social accountability in all of our undertakings.

The Board is corporately responsible for social responsibility and has devolved the implementation of this Policy to department heads within their areas of responsibility. We will: -

- Ensure that minimum standards for equality, health, quality, safety and the environment are met in accordance with the policy framework and systems implemented for each of these areas.
- Effectively consult with our staff who will be trained and developed in roles providing fulfilling employment
- Seek to implement and maintain a culture which encourages an acceptable work / life balance for our employees and supply chain members.
- Seek to foster long term collaborative arrangements with our supply chain members based on fair and objective selection processes.
- Consider the community stakeholders in the areas that we work and where possible involve them in both the planning and delivery of our services.
- Seek to foster a work ethic that is focused on honesty and integrity in all our activities and relationships with others

The Board recognises and values the importance of positive culture of social responsibility and requires all employees, sub-contractors, consultants, suppliers and visitors to play an active part in improving and maintaining these policy objectives.

Ian McEwan, Managing Director
21 February 2009