

CORPORATE SOCIAL RESPONSIBILITY

Policy brief & purpose

At Lucas UK Group Ltd we take our Corporate Social Responsibility (CSR) seriously as such this policy refers to our responsibility toward both the people we interact with and our environment. Our company's existence is not lonely, it's part of a bigger system of people, values, other organizations and nature. The social responsibility of a business is to give back to the world just as it gives to us.

What is corporate social responsibility?

Our Corporate Social Responsibility (CSR) company policy outlines our efforts to give back to the world as it gives to us.

Scope

This policy applies to our company and its subsidiaries, i.e. Lucas Finishing Specialists Ltd and Lucas Fit Out Ltd It may also refer to suppliers and contracting partners that we may engage when necessary.

Policy elements

We want to be a responsible business that meets the highest standards of ethics and professionalism.

Our company's social responsibility falls under two categories: **compliance** and **proactiveness**. Compliance refers to our company's commitment to legality and willingness to observe community values. Proactiveness is every initiative to promote human rights, help communities and protect our natural environment.

Compliance

Legality

Our company will:

- Respect the law
- Honor its internal policies
- Ensure that all its business operations are legitimate
- Keep every partnership and collaboration open and transparent

Business ethics

We will always conduct business with integrity and respect to human rights. We'll promote:

- Safety and fair dealing
- Respect toward the consumer
- Anti-bribery and anti-corruption practices

Examples of Corporate Social Responsibility

Protecting the environment

Our company recognizes the need to protect the natural environment. Keeping our environment clean and unpolluted is a benefit to all. We will always follow best practices when disposing waste and using chemical substances through appropriate and licensed methods.

Protecting people

We will ensure that we:

- Do not risk the health and safety of our employees and community.
- Avoid harming the lives of local and indigenous people.
- Support diversity and inclusion.

Human rights

Our company is dedicated to protecting human rights. We are a committed equal opportunity employer and will abide by all fair labor practices. We will ensure that our activities do not directly or indirectly violate human rights in any country (e.g., forced labour).

Proactiveness

Donations and aid

Our company may preserve a budget to make monetary and material donations. These donations will aim to:

- Advance the arts, education and community events.
- Alleviate those in need.

Volunteering

Our company will encourage its employees to volunteer. They can volunteer through programs organized internally or externally. Our company may sponsor volunteering events from other organizations.

Preserving the environment

Apart from legal obligations, our company will proactively protect the environment. Examples of relevant activities include:

- Recycling Conserving energy
- Championing Water Based Paints and other applications which minimize the effect on the environment
- Using environmentally friendly technologies

Supporting the community

Our company may initiate and support community investment and educational programs. For example, it may begin partnerships with vendors for assisting in maintain public buildings that play a part in community cohesion. We provide support to nonprofit organizations or movements to promote cultural and economic development of local communities.

Learning

We will actively invest in R&D. We will be open to suggestions and listen carefully to ideas. Our company will try to continuously improve the way it operates.

Management must communicate this policy on all levels. Managers are also responsible for resolving any CSR issues.

A handwritten signature in blue ink, appearing to read 'Danny Lucas'.

Danny Lucas

Executive Chairman & Managing Director

3rd January 2023