



CORPORATE RESPONSIBILITY POLICY STATEMENT

Air 3 Limited recognises that we must integrate our business values and operations to meet the expectations of our stakeholders. They include customers, employees, investors, suppliers, the community and the environment.

Our Policy is to invest in our people, our customers, our suppliers and our environment for the good of the wider community, fully complying with UK law and wherever possible meeting higher standards than current legislation.

Air³ Limited is committed to investing in a sustainable future. We recognise that our actions may have a wider impact on the environment and the local community. We aim to make a positive contribution to environmental protection and social progress.

We take seriously all feedback that we receive from our stakeholders and, where possible, maintain open dialogue to ensure that we fulfil the requirements outlined within this policy.

We shall be open and honest in communicating our strategies, targets, performance and governance to our stakeholders in our continual commitment to sustainable development.

The Managing Director is responsible for the implementation of this policy and will make the necessary resources available to realise our corporate responsibilities. The responsibility for our performance on this policy rests with all employees throughout the company.

Our Customers and Suppliers

We will provide a good quality of service to our customers, meeting all contractual and moral obligations. Air³ Limited will consider the health and safety of our customers and others who may be affected by our work. The Company will engage with suppliers to adopt policies and practices similar to its own.

Our Employees

Air³ Limited will help employees to develop their potential by investing in their skills and capabilities. We will consult with them on a regular basis, taking into consideration their personal needs when making decisions.

We will provide employees with fair remuneration for their work treat them fairly and not discriminate against any individuals because of their gender, race, ethnic origins, religion or sexual orientation.

The Company will provide a safe working environment and ensure that it complies with all employment and health and safety legislation.

Our Environment

The Company will improve environmental awareness generally in consultation with employees, suppliers and customers.

Air³ Limited will work in partnership with customers and suppliers to consider the use of new materials and methods of work that may lead to more sustainable solutions in the provision and outcome of our services.

We will ensure compliance with all environmental legislation as it affects our business and endeavour to reduce the impact that our business may have on the environment year by year.



Our Community

Air³ Limited will work to minimise any environmental effect the business may have on the local community and show due consideration to immediate neighbours by operating in a way that does not affect their health and safety.

We will encourage participation in projects or schemes that may improve the wellbeing of the local community and, as far as possible, support local companies in the course of our business activities.

All Directors, managerial and supervisory staff will enforce this policy. The Managing Director is personally responsible for the Corporate Social Responsibility of the Company and signs this policy statement in acknowledgement of this.

To achieve the above aims we will endeavour to:

- We shall ensure a high level of business performance while minimising and effectively managing risk ensuring that we uphold the values of honesty, partnership and fairness in our relationships with all our stakeholders.
- Our contracts will clearly set out the agreed terms, conditions and the basis of our relationship and will operate in a way that safeguards against unfair business practices.
- We shall encourage suppliers and contractors to adopt responsible business policies and practices.
- We shall encourage dialogue with local communities for mutual benefit.
- We will register and resolve customer complaints in accordance with our Quality Management System.
- We shall support and encourage our employees to help local community organisations and activities in our locality.
- We shall work with local schools, colleges and universities to assist young people in choosing their future careers, being an advocate for our industry.
- We shall operate an equal opportunities policy for all present and potential future employees and will offer our employees clear and fair terms of employment and provide resources to enable their continual development.
- We shall provide safeguards to ensure that all employees of whatever nationality, colour, race or religious belief are treated with respect and without sexual, physical or mental harassment.
- We shall provide, and strive to maintain, a clean, healthy and safe working environment in line with our Health and Safety policy and safe systems of work.
- We shall develop Environmental policies and objectives as part of the business planning cycle.

This policy is supported by the following policies: Environmental Policy Statement, Sustainability Policy Statement, Equal Opportunities Policy Statement, Anti-Fraud and Bribery Policy Statement. The Managing Director is personally responsible for the Corporate Social Responsibility performance of the Company and signs this policy statement in acknowledgement of this.

Signed: _____

A handwritten signature in blue ink, appearing to read "P. Morgan", written over a horizontal line.

Date: January 2024

For and on behalf of Air3 Limited Peter
Morgan - Managing Director