



# **CORPORATE SOCIAL RESPONSIBILITY POLICY**

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**Full Policy & Procedures:** Available on request

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## Statement

Alia Steel Fixing Ltd is committed to conducting its business responsibly, ethically and sustainably, while recognising its duties to clients, employees, subcontractors, suppliers, local communities and the wider construction industry.

We understand that responsible business practice is essential to the successful delivery of commercial, residential, public sector and infrastructure projects. Our approach to Corporate Social Responsibility supports lawful conduct, fair treatment, safe working practices, environmental awareness, ethical supply chain management and positive engagement with those affected by our work.

Alia Steel Fixing Ltd provides steel fixing services through competent supervision, skilled operatives, subcontractors and suppliers. We expect everyone working with, or on behalf of, the company to act responsibly, respectfully and in accordance with this Policy.

## Commitment

The objective of this Policy is, so far as is reasonably practicable, to support responsible and sustainable business practices by:

- acting honestly, ethically and with integrity;
- complying with applicable legal, contractual and regulatory requirements;
- maintaining safe and healthy working environments;
- supporting fair employment, equal opportunity and respectful working relationships;
- preventing discrimination, harassment, bullying, exploitation and unfair treatment;
- engaging subcontractors, suppliers and labour providers through appropriate and lawful arrangements;
- promoting responsible procurement and ethical supply chain practices;
- supporting environmental awareness and reducing waste where reasonably practicable;
- using resources responsibly, including materials, energy and transport where possible;
- cooperating with client, principal contractor and site sustainability requirements;
- supporting training, supervision and workforce competence;
- encouraging workers and business partners to raise concerns responsibly;
- maintaining transparent and professional relationships with clients, communities, subcontractors and suppliers.

Everyone working with, or on behalf of, Alia Steel Fixing Ltd must support this Policy and contribute to responsible working practices throughout our business activities.

## Working Arrangements

We plan and manage our working arrangements to support responsible business conduct and to reduce the risk of negative impacts arising from our operations.

Our arrangements are proportionate to the nature of the work, the level of risk, client requirements, principal contractor requirements and the needs of each project.

Our working arrangements include:

- providing supervision and management appropriate to the work being undertaken;
- complying with site rules, client requirements and principal contractor procedures;
- promoting safe systems of work and cooperation with health and safety arrangements;
- supporting fair, lawful and respectful treatment of employees, workers, subcontractors and suppliers;
- avoiding the use of subcontractors, suppliers or labour providers who cannot demonstrate appropriate legal, ethical or professional standards;
- encouraging responsible use of materials and reducing unnecessary waste where reasonably practicable;
- supporting recycling, reuse and efficient resource management where site arrangements allow;
- working to minimise disruption to local communities, neighbouring businesses and other site users;
- communicating expected standards to employees, supervisors, subcontractors and suppliers;
- encouraging workers and business partners to raise concerns about unsafe, unlawful, unethical or irresponsible practices;
- reviewing concerns promptly and taking appropriate action where required;
- maintaining suitable records where required for workforce, subcontractor, supplier, project and compliance management;
- reviewing working practices where concerns, non-compliance or increased risk is identified.

We expect all employees, subcontractors and suppliers to support this Policy and to notify management if they identify any issue that may affect responsible business conduct, workforce welfare, environmental performance, ethical standards or community impact.

Any breach of this Policy may result in appropriate action, which may include removal from site, termination of engagement, notification to the client or principal contractor, and reporting to relevant authorities where required.

## Review

Alia Steel Fixing Ltd is committed to continually improving its approach to Corporate Social Responsibility.

This Policy and its supporting arrangements are reviewed regularly and updated where necessary to reflect changes in legislation, client requirements, industry standards, working practices, supply chain arrangements, environmental expectations and business activities.

We use feedback from clients, supervisors, operatives, subcontractors, suppliers and project teams to improve our approach and strengthen our responsible business practices. Where concerns or risks are identified, we aim to address them promptly and take appropriate steps to reduce the likelihood of recurrence.

This Policy is supported by our internal management arrangements and project-specific procedures, which are available on request where applicable.

For and on behalf of Alia Steel Fixing Ltd

A handwritten signature in black ink, appearing to read 'Malik Alia', written in a cursive style.

Mr Malik Alia  
Director  
Date: 22 May 2026