

Corporate Social Responsibility Policy

Fitzgerald Contractors, its Directors and all Stakeholders are committed to a set of core CSR principals. Legal Conformance by adherence to the law of the land and to current legislation. Sustainability through consideration of all economic, environmental and social issues when undertaking design, construction and use of new projects.

ECONOMIC

We make a profit in order that we continue to operate, employ local people and create better environments in which people live, work and have leisure activities.

ENVIRONMENT

We assess and manage the environmental impacts of our operations and promote best practice in construction including maintenance and the use of renewable products.

SOCIAL

We seek to encourage social inclusion in the communities in which we work and to operate in an ethical manner with all Stakeholders. We strive to work in a safe manner and to protect the health of our employees, contractors and the general public.

We also constantly strive to develop the skills and professionalism of our employees and to provide opportunities for advancement. Continual Improvement by reviewing performance and setting objectives and targets for Fitzgerald Contractors' activities, employees, supply chain partners and other related Stakeholders. Reporting to support these principals we have adopted the following:

Social Impact: Ethics Policy, Diversity Policy, Health, Safety and Welfare Policy, Communities Policy, Donations Policy, Environmental Policy, Human Rights Policy, Biodiversity Policy, Equal Opportunities Policy, Customer Care Policy, Training and Development Policy

Procedures: Grievance and Harassment Procedure, Whistle Blowing Policy and Procedure

Environmental Impact: Environmental Policy, Biodiversity Policy

A Director of the Company is nominated to report to the Board of Directors in respect of Health, Safety and Welfare and Equal Opportunities in respect of CSR matters.

IMPLEMENTATION & MONITORING

The Company has Board Directors in place to Implement and Monitor all company policies. All policies are reviewed at least once every twelve months.

Approved by Nick Coley, Managing Director
April 2009

