

At **Thomas Plant Hire**, we are committed to undertaking our business in a manner that achieves and maintains the highest standards whilst ensuring minimal negative impacts on both society and the environment. We are able to demonstrate a clear and ethical approach to our work that will:

- Ensure compliance with applicable law, consistent with international standards of behaviour that is integrated throughout the organization and practiced in all our activities
- Contribute to sustainable development, including the health and welfare of society
- Take into account the expectations of our key stakeholders, clients, employees, sub-contractors, supply chain and the local community.

### Protecting the Environment

Our Environmental Management System to ISO14001 commits us to prevent pollution, ensure sustainable resource use, address climate change mitigation & adaptation to help protect biodiversity of natural habitats. **Thomas Plant Hire** will promote and implement environmentally friendly working practices and programs with the aim of:

- Eliminating or reducing waste as far as is reasonably possible.
- Strive towards a paperless system by the continued development of our IT systems for all departments.
- Practice good housing keeping in all areas including reducing waste by turning off unnecessary lighting, ensuring taps do not drip and closing doors and windows to retain heat

### Employment Conditions

We support the principles stated within the internationally recognized ETI (Ethical Trading Initiative) base code.

i.e. Employment is freely chosen, Workers have the right to join a Trade Union, Working Conditions are both Safe & Hygienic, Child Labour is not used, Living Wages will be Paid, Working hours are not excessive and Discrimination is not practiced.

We maintain a comprehensive Health and Safety Management system, in line with ISO 45001. We will not compromise on health & safety, we ensure we maintain a safe and healthy workplace to protect our workers, our clients and the local community.

### Supporting Community Involvement and Development

**Thomas Plant Hire** will support and build relationships within the community in which we work, endeavoring to create local employment and deploy customer engagement plans to minimize our impacts.

- We shall encourage suppliers and subcontractors to adopt responsible business policies and practices.
- We shall support and encourage our employees to help local community organizations and activities in our region, particularly our employee chosen charities.
- We shall work with local schools, colleges and universities to assist young people in choosing their future careers, being an advocate for our industry

### **Corporate Governance and Transparency**

**Thomas Plant Hire** is dedicated to maintaining high standards of integrity and corporate governance practices. Our aim is to operate smoothly to the highest standard of accountability to ensure confidence in our corporate governance systems that will enable us to carry out our business in an honest and ethical way.

We recognize the importance of protecting all of our assets, be they financial, physical, bodily, environmental or social.

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.

Signed



Mr. Wyn Thomas  
Managing Director

22/01/2025