

Corporate Social Responsibility Policy Statement

A&P Group endeavours to conduct its business in accordance with established best practice. We have a clear vision of our business underpinned by our core values. We expect our supply chain, partners and customers to conduct their businesses with the same moral standards.

A&P Group values human life and health above everything else and strives to maintain a clean, healthy and safe working environment for our employees, supply chain and neighbouring communities. We take pride in not harming the environment and conduct our activities in a manner acceptable to our neighbours. Our Health, Safety, Environmental and Quality Policy Statements reinforce these values which are understood by our team and championed by the Business Managing Directors.

Open communication is a vital part of our business relationship, we act with integrity, consistency and honesty in all that we do. We value a culture of openness and inclusion in which everyone is treated fairly and where everyone has an opportunity to contribute.

A&P Group are a responsible employer, adopting values and standards designed to guide our team members in their conduct and business relationships. We have robust recruitment processes designed to maximise the potential of the local communities.

Safeguarding measures are in place to ensure all our team members are treated with respect regardless of their nationality, colour, race or religious beliefs. We expect all our workplaces to be harassment free

All our team members are trained and competent in their required roles, additionally we have an active apprenticeship scheme to offer a structured learning experience.

To reinforce these beliefs, we operate a Business Conduct & Ethics Policy, a Modern-Day Slavery Act Policy and have a robust Recruitment Policy.

We are a responsible partner, neighbour and citizen to the diverse communities and customers we serve. We promote the health and wellbeing of A&P people, their families and our communities. We protect the environment.

We recognise our supply chain and partners are an integral part of our business and strive to ensure they subscribe to our values and beliefs to ensure an integrated approach. Our internal and external auditing processes ensure we, our suppliers, and our customers meet our expected standards and have the opportunity to continually improve by identifying non conformities and raising the necessary actions.

Our customers are paramount to our business; therefore, we operate ethically and with integrity at all times, welcoming their feedback on our performance. We learn from experience to ensure we understand the feedback and act upon it. Thus continually improve the business, reinforcing our values and beliefs and reaffirming our relationship with our stakeholders.

Signed:



David McGinley
 Chief Executive Officer
 Camel Laird Shiprepairers and Shipbuilders Ltd
 Atlantic & Peninsula Marine Services Ltd

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