

TUTELA GROUP

POLICY DOCUMENT

CORPORATE
SOCIAL
RESPONSIBILITY
(CSR)



Corporate Social Responsibility (CSR)

1. Introduction

Tutela Ltd is committed to conducting business in a socially responsible and ethical manner. We recognize our responsibility to contribute positively to the communities in which we operate and to minimize our impact on the environment. This Corporate Social Responsibility (CSR) Policy outlines our commitment to sustainability, ethical business practices, and community engagement.

2. Our Commitment

We strive to integrate social, environmental, and ethical concerns into our business operations and stakeholder interactions. Our key CSR commitments include:

2.1 Ethical Business Practices

Conduct business with honesty, integrity, and transparency.

Comply with all applicable laws and regulations in the areas we operate.

Promote fair competition and prohibit bribery, corruption, and any form of unethical business conduct.

2.2 Environmental Sustainability

Reduce our carbon footprint by implementing sustainable business practices.

Promote energy efficiency and waste reduction in our facilities and construction projects.

Source materials responsibly and prioritize environmentally friendly alternatives.

Encourage innovation in sustainable building practices.

2.3 Employee Welfare and Development

Ensure a safe, inclusive, and healthy work environment for all employees.

Support professional development and continuous learning opportunities.

Promote diversity, equality, and inclusion within the workforce.

Provide fair wages and benefits in accordance with industry standards and legal requirements.

2.4 Community Engagement

Support local communities through charitable initiatives and partnerships.

Engage in social impact projects that align with our expertise in facilities support and construction.

Encourage employee volunteerism and participation in community-driven programs.

2.5 Responsible Supply Chain Management

Work with suppliers who share our commitment to ethical business practices and sustainability.

Conduct due diligence to ensure fair labour practices and prevent modern slavery in our supply chain.

reinforces our commitment to being a responsible corporate citizen.

Encourage responsible sourcing of materials and services.

Approved by: Robert Taylor
Tutela Ltd
Date: 17/11/25

3. Implementation and Accountability

This CSR policy is embedded into our corporate strategy and day-to-day operations.

We will set measurable goals and review our CSR performance regularly.

Management is responsible for ensuring adherence to this policy, while all employees are encouraged to contribute to CSR initiatives.

We will communicate our CSR commitments and progress transparently with stakeholders.

4. Continuous Improvement

Tutela Ltd is committed to continuously improving our CSR efforts. We will regularly assess and update this policy to reflect changes in regulations, industry best practices, and stakeholder expectations.

5. Conclusion

By integrating social responsibility into our business model, Tutela Ltd aims to create a positive impact on society and the environment while ensuring sustainable business growth. This policy serves as a guide for our operations and

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