

Corporate Social Responsibility Policy

Capital Sky Ltd recognises that its activities and operations have a significant impact on the wider social, environmental, and economic wellbeing of the areas in which we operate. As a responsible member of the business community, we acknowledge our Corporate Social Responsibility (CSR) commitments in our various roles, including those of employer, contractor, supplier and responsible business operator.

We are committed to ensuring that our business is conducted in all respects in accordance with rigorous ethical, professional, and legal standards. Capital Sky Ltd will comply with all applicable legislation, regulations, and recognised industry standards relevant to our activities, including obligations associated with the [Health and Safety at Work etc. Act 1974](#), [Equality Act 2010](#), [Modern Slavery Act 2015](#), [Bribery Act 2010](#), and environmental legislation applicable to our operations.

In addition to compliance with current legislation, our policies, management systems, and codes of conduct promote high standards of corporate behaviour in areas including health and safety, environmental management, sustainability, equality, diversity, wellbeing, ethical business conduct, and fair employment practices — both for our employees and for those with whom they come into contact.

Capital Sky Ltd is committed to operating and continually improving its Integrated Management System in alignment with the principles of:

- ISO 9001:2015
- ISO 14001:2015
- ISO 45001:2018

Capital Sky Ltd also recognises the importance of sustainable development, ethical governance, and social value within the construction industry.

We recognise the importance of competence, accountability, ethical leadership, and responsible organisational culture in support of the principles promoted within the [Building Safety Act 2022](#) and wider construction industry best practice.

We aim to minimise any negative impacts arising from our business operations and to foster positive contributions through robust health and safety, environmental, quality, and wellbeing management arrangements. These considerations form an integral part of our business activities, operational planning, procurement processes, and management approach.

Capital Sky Ltd is committed to:

- Promoting equality, diversity, inclusion, dignity, and fair treatment throughout our workforce and supply chain.
- Providing a safe, healthy, and supportive working environment for employees, contractors, visitors, and others affected by our activities.
- Promoting employee wellbeing, mental health awareness, and positive workplace culture.
- Supporting ethical procurement and responsible supply chain management.
- Working with suppliers, subcontractors, and business partners who share our commitment to ethical, legal, environmental, and socially responsible business practices.
- Reducing environmental impact, improving sustainability performance, and supporting responsible use of natural resources.

- Supporting the prevention of modern slavery, corruption, bribery, discrimination, and unethical business conduct.
- Encouraging training, professional development, competence, and continual learning throughout the organisation.
- Supporting local employment opportunities, apprenticeships, and workforce development initiatives where practicable.
- Maintaining open communication and engagement with employees, clients, suppliers, regulators, local communities, and other interested parties.

We actively engage with local communities through ongoing liaison and, where practicable, support community initiatives, charitable activities, youth groups, training opportunities, and local organisations.

As a responsible employer, we are committed to managing our employees openly, honestly, fairly, and with respect. We adopt values and standards designed to guide our staff in their conduct, decision-making, and business relationships. Furthermore, we are dedicated to maintaining a fully trained, competent, and professional workforce and actively promoting vocational training, industry competence, and professional development opportunities for our employees.

Capital Sky Ltd is committed to monitoring, reviewing, and continually improving its CSR performance, policies, objectives, and management arrangements to ensure ongoing suitability, effectiveness, and alignment with legal requirements, industry expectations, and organisational objectives.

This Policy will be communicated to employees, subcontractors, suppliers, clients, and other interested parties and will be reviewed at regular intervals and at least annually.

Name: Martin Maloney

Position: Chief Executive Officer

Signature:



Dated: 15/05/2026

Latest Review Date: 15/05/2027