



BARRACHANDER QUARRY
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CSR Policy

1. Policy Statement

A&L McCrae Ltd (The Company) recognise that our responsibilities extend beyond delivering commercial success. We are committed to operating in a manner that is ethical, sustainable, and socially responsible, creating long-term value for our employees, customers, suppliers, shareholders, communities, and the environment.

This policy outlines our commitment to Corporate Social Responsibility (CSR) and provides the principles that guide our business decisions and activities.

2. Scope

This policy applies to:

- All directors, officers, employees, and temporary workers.
- Contractors, consultants, and agency workers acting on behalf of the Company.
- Suppliers and business partners where applicable.

3. Our Commitment

We are committed to:

- Conducting business with integrity and transparency.
- Complying with all applicable UK laws and regulations.
- Respecting human rights.
- Protecting the environment.
- Supporting our employees' wellbeing and development.
- Contributing positively to the communities in which we operate.
- Promoting ethical and sustainable supply chains.

4. Ethical Conduct

We will:

- Operate honestly and fairly in all business dealings.
- Maintain high standards of corporate governance.
- Prevent bribery, corruption, fraud, and conflicts of interest.
- Protect confidential information and personal data.
- Encourage employees to report concerns through appropriate whistleblowing procedures without fear of retaliation.

5. Environmental Commitment

We aim to minimise our environmental impact by:

- Reducing energy consumption and greenhouse gas emissions.
- Improving energy efficiency across our operations.
- Minimising waste through reduction, reuse, and recycling.
- Conserving water and natural resources where practical.
- Reducing unnecessary business travel and encouraging sustainable alternatives.



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- Considering environmental impacts when purchasing goods and services.
- Complying with all environmental legislation and seeking continual improvement.

6. Employees

We are committed to providing:

- A safe and healthy working environment.
- Equal opportunities in recruitment, promotion, and development.
- A workplace free from discrimination, harassment, bullying, and victimisation.
- Competitive and fair remuneration.
- Learning and professional development opportunities.
- Support for employee wellbeing, including mental health.
- Flexible working arrangements where appropriate and operationally feasible.

7. Diversity, Equality and Inclusion

We value diversity and believe that an inclusive workplace strengthens our organisation. We will:

- Recruit and promote based on merit.
- Foster a culture of dignity and respect.
- Remove barriers to equal participation.
- Provide equal access to training and career development.
- Take appropriate action where discrimination or harassment occurs.

8. Human Rights

We support internationally recognised human rights and will:

- Respect the dignity of every individual.
- Oppose forced labour, child labour, and modern slavery.
- Promote fair working conditions.
- Encourage suppliers to uphold equivalent standards.

9. Responsible Supply Chain

We expect suppliers and contractors to:

- Operate legally and ethically.
- Respect employment rights.
- Maintain safe working conditions.
- Protect the environment.
- Prevent bribery and corruption.
- Comply with applicable modern slavery legislation.

Supplier performance may be considered during procurement and contract reviews.



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10. Community Engagement

We aim to make a positive contribution to our communities by:

- Supporting local charities and community initiatives.
- Encouraging employee volunteering.
- Providing charitable donations where appropriate.
- Supporting education, skills development, and employability initiatives.
- Engaging with local stakeholders when relevant.

11. Customers

We are committed to:

- Delivering high-quality products and services.
- Treating customers fairly.
- Responding promptly to complaints.
- Protecting customer information.
- Maintaining high standards of customer service.

12. Health, Safety and Wellbeing

We will:

- Maintain a safe workplace.
- Identify and manage workplace risks.
- Provide appropriate health and safety training.
- Encourage reporting of hazards and near misses.
- Promote physical and mental wellbeing.

13. Governance

The Board of Directors has overall responsibility for this policy. Management will:

- Promote awareness of the policy.
- Ensure appropriate implementation.
- Monitor compliance.
- Review CSR objectives regularly.
- Report progress where appropriate.

Employees are expected to:

- Act in accordance with this policy.
- Complete any required training.
- Raise concerns where standards may not be met.

14. Monitoring and Continuous Improvement

We will regularly review our CSR performance by considering:

- Environmental performance indicators.
- Employee engagement and wellbeing.



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- Diversity and inclusion metrics.
- Community involvement.
- Customer satisfaction.
- Supplier performance.
- Compliance with legal and ethical obligations.

Where opportunities for improvement are identified, action plans will be developed and monitored.

15. Related Policies

This policy should be read alongside the Company's:

- Anti-Bribery Policy
- Equality, Diversity and Inclusion Policy
- Health and Safety Policy
- Environmental Policy
- Modern Slavery Statement
- Whistleblowing Policy
- Data Protection Policy

16. Policy Review

This policy will be reviewed annually, or sooner if required due to changes in legislation, business operations, or organisational priorities.

A blue ink signature of Calum McCrae, written in a cursive style.

Calum McCrae
Managing Director
1st Jan 2026 (rev Dec 27)