

# CORPORATE SOCIAL RESPONSIBILITY POLICY

Earth's Crust Resources incorporating Hardscape, Hardscape Ireland and Stockscape, hereafter referred collectively as Hardscape recognise that we must integrate our business values and operations to meet the expectations of our stakeholders. They include customers, employees, investors, suppliers, the community and the environment.

- Hardscape recognize that our social, economic and environmental responsibilities to these stakeholders are integral to our business. We aim to demonstrate these responsibilities through our and within policies.
- Hardscape takes seriously all feedback that we receive from our stakeholders and, where possible, maintain open dialogue to ensure that we fulfil the requirements outlined within this policy.
- Hardscape should be open and honest in communicating our strategies, targets, performance and governance to our stakeholders in our continuous commitment to sustainable development.
- The Managing Director is responsible for the implementation of this policy and will make the necessary resources available to realize our corporate responsibilities. The responsibility for our performance on this policy rests with all employees through the company.

## Our Partnership Focus

- Hardscape shall ensure a high level of business performance while minimizing and effectively managing risk ensuring that we uphold the values of honesty, partnership and fairness in our relationships with all our stakeholders.
- Hardscape shall support the development of our external stakeholders through led training courses and using our facilities for all of our business partners to hold seminars and industry meetings.
- Our contracts will clearly set out the agreed terms, conditions and the basis of your relationship and will operate in away that safeguards against unfair business practices.
- Hardscape shall encourage suppliers and contractors to adopt responsible business policies and practices in line with our Ethical Trading and Business and Human Rights commitments.
- Hardscape shall encourage dialogue with local communities for mutual benefit.
- Hardscape does register and resolve customer complaints in accordance with our standards of service.
- Hardscape shall support and encourage our employees to help local community organizations and activities in your region, particularly our employee chosen charities.
- Hardscape shall work with local schools, colleges and universities to assist young people in choosing their future careers, being an advocate for our industry in Britain, Ireland and that the origin of our materials.
- Hardscape shall operate an equal opportunities policy for all present and potential future employees and will offer our employees clear and fair terms of employment and provide resources to enable their continued development.
- Hardscape shall maintain a clear and fair employee restitution policy and shall maintain forums for employee consultation and business involvement.
- Hardscape shall provide safeguards to ensure that all employees of whatever nationality, colour, race or religious belief are treated with respect and without sexual, physical or mental harassment.
- Hardscape do provide, and strive to maintain, a clean, healthy and safe working environment in line with our Health and Safety policy and safe systems of work.
- Hardscape do develop Environmental policies and objectives as part of the business planning cycle.
- Hardscape do meet section 54 of the Modern Slavery Act and will continue to evolve our ethical trade to help eradicate labour and human rights abuse of workers.

## Mathew Haslam

Managing Director