

Fairness, Inclusion and Respect (FIR) Statement



Our Commitment:

At Goonvean Aggregates we are committed to promoting a workplace and supply chain that are built on fairness, inclusion, and respect. We believe that treating people with dignity, valuing diverse perspectives, and acting with integrity are essential to our long-term success and to achieving the principles of responsible sourcing set out in BES 6001.

Our goal is to ensure that every individual—whether employee, contractor, supplier, customer, or community member—is treated fairly, feels valued, and has equal opportunity to contribute and thrive.

Our Principles:

We embed FIR principles across all areas of our operations and supply chain through the following commitments:

1. Fairness

- We uphold equal opportunity in recruitment, training, and career progression.
- Employment decisions are based solely on merit, skills, and performance.
- We ensure fair pay and working conditions across all sites and contractors.
- We maintain transparent and consistent procedures for grievances, disciplinary action, and feedback.

2. Inclusion

- We aim to build an inclusive culture where everyone feels welcomed, supported, and empowered to contribute.
- We encourage diverse representation in our workforce, reflecting the communities where we operate.
- We actively engage with underrepresented groups and local education providers to promote careers in quarrying and construction.
- We provide training, communication, and leadership development to promote inclusive behaviours at all levels.

3. Respect

- We expect all employees, suppliers, and contractors to treat others with dignity and respect, free from harassment, bullying, or discrimination.
- We maintain a zero-tolerance policy toward any form of abuse, intimidation, or unfair treatment.
- We value collaboration, constructive dialogue, and open communication.
- We promote a respectful workplace through our Code of Conduct, Health and Safety Culture, and Behavioural Safety Programmes.

Author	PB	Issue Date	12/01/2026	Document No	HRM2CON004
Rew'd by	MP	Page 1 of 2		Revision	1

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Our Supply Chain and Partners

- We extend FIR principles to our suppliers through our Supplier Code of Conduct and prequalification processes.
- We require suppliers to demonstrate compliance with the Modern Slavery Act, fair labour practices, and equality legislation.
- We work collaboratively with our partners to share best practices and improve standards across the construction and quarrying industry.

Our Implementation

To embed FIR across our business, we:

- Provide regular FIR awareness training for employees and contractors.
- Monitor diversity and inclusion data to identify improvement opportunities (QAM2CON005).
- Conduct employee engagement and wellbeing surveys to measure culture and satisfaction.
- Support local community initiatives that promote inclusion, education, and employment opportunities.
- Encourage staff to become FIR Ambassadors, promoting fairness and respect within their teams.

Our Accountability

We continually review our progress and performance against our FIR commitments as part of our Responsible Sourcing Management System under BES 6001.

FIR objectives and outcomes are reviewed annually by senior management and reported through our sustainability and social responsibility reporting.

We recognise that building an inclusive and respectful culture is an ongoing journey — one that requires leadership, openness, and collaboration at every level of our business.

Signed:

A handwritten signature in black ink, appearing to read "M. B. King".

Date: 15/01/2026

Managing Director, Goonvean Aggregates Ltd.

Author	PB	Issue Date	12/01/2026	Document No	HRM2CON004
Rew'd by	MP	Page 2 of 2		Revision	1