



ASTRAL LIMITED

**SOCIAL VALUE &
CORPORATE SOCIAL
RESPONSIBILITY (CSR)
POLICY**

Reviewed: January 2026
Next Review: January 2027

Social Value & Corporate Social Responsibility (CSR) Policy

1. Policy Statement

Astral Limited is committed to delivering high-quality construction and refurbishment services while generating positive, measurable benefits for the communities where we work. Our Social Value and Corporate Social Responsibility (CSR) commitments reflect our dedication to:

- Supporting local people, jobs, and skills
- Strengthening local economies and supply chains
- Protecting the environment and reducing carbon
- Acting ethically and responsibly at all times
- Contributing to community wellbeing and resilience

We recognise our responsibility to operate in a socially responsible manner, ensuring our work benefits not only clients but also residents, employees, and the wider community.

2. Our Social Value & CSR Principles

Astral Limited bases its CSR and Social Value approach around four pillars:

- Community Support
- Employment, Skills & Opportunity
- Environmental Sustainability & Carbon Reduction
- Responsible & Ethical Business Practices

These pillars guide our decisions, our investments in people, and the way we deliver projects.

3. Community Support

Astral Limited is proud to play an active role in the community. We support local initiatives, contribute to charitable causes, and invest in opportunities that improve local wellbeing.

Our Commitments

- Support local charities, schools, and community groups
- Provide volunteering days and labour support for community improvement projects
- Prioritise local employment wherever possible
- Partner with councils, community organisations, and colleges on local initiatives
- Examples of Community Support (Existing Contributions)

- Sheppey Light Railway Greenway Project: Astral is a key organiser and supporter of this community project, with employees volunteering time regularly.
- Minster-In-Sheppey Primary School: Donated materials for a community garden project (2025).
- Local Colleges: Provide work experience placements that help young people gain qualifications and site experience.

These actions demonstrate our long-term commitment to improving day to day life in Sheppey, Sheerness, and surrounding communities.

4. Employment, Skills & Opportunity

Astral is committed to developing local talent and providing pathways into construction.

Our Commitments

- Prioritise hiring from the local area
- Provide apprenticeships, NVQs, and structured training
- Offer work experience opportunities for students and jobseekers
- Promote EDI (Equality, Diversity & Inclusion) in all recruitment practices
- Provide continuous development for employees and subcontractors
- Existing Achievements

Currently employ 3 apprentices (carpentry and site management)

Supported 5 operatives to complete NVQ qualifications in the last 3 years

Provide multiple annual work placements in partnership with local colleges

5. Supporting Local Businesses & SMEs

As a family-run company, Astral understands the value of a strong local economy.

Our Commitments

- Source materials and services from local suppliers where possible
- Use SMEs and microbusinesses throughout our supply chain
- Provide fair payment terms (typically within 30 days)
- Encourage subcontractors to recruit locally
- Work collaboratively with suppliers to meet sustainability and quality standards

Supporting SMEs and local trades ensures that our projects reinvest money directly into the communities we serve.

6. Environmental Sustainability & Carbon Reduction

Astral Limited is committed to reducing the environmental impact of our operations. We aim to embed sustainability across all aspects of our work.

Our Commitments

- Reduce waste and maximise recycling across all sites
- Use responsibly sourced and low carbon materials (FSC timber, recycled aggregates etc.)
- Encourage the use of electric/hybrid vehicles where possible
- Minimise travel and transport emissions by using local supply chains
- Promote energy efficient working practices
- Protect biodiversity and local environmental assets
- Work collaboratively with clients and suppliers to reduce carbon across project delivery

Net Zero Commitment

Astral supports the UK Government's 2050 Net Zero target and is continuously reducing our carbon emissions through:

- Efficient project planning
- Low carbon materials
- Waste reduction schemes
- Responsible procurement
- Environmental awareness training

7. Ethical & Responsible Business Practices

Astral operates with integrity and transparency. We promote ethical conduct across our supply chain.

Our Commitments

- Zero tolerance for bribery, corruption, or fraud
- Strict compliance with our Anti-Bribery Policy
- Compliance with the Modern Slavery Act and supply chain due diligence
- Whistleblowing mechanisms for staff and subcontractors
- Transparent financial dealings and fair treatment of suppliers
- Strong data protection and cyber security processes
- Respect for employees' rights, wellbeing, and equality

Our Managing Director holds overall responsibility for Environmental, Social and Governance (ESG) performance, supported by all staff.

8. Monitoring, Reporting & Continuous Improvement

Astral monitors key indicators including:

- Local labour hours
- Number of apprenticeships and training days delivered
- Work experience placements
- Community initiatives supported
- Waste and recycling performance
- Carbon reduction progress
- Supplier performance and local spend

We report these to clients as required and review our performance annually to support continual improvement.

9. Review

This policy will be reviewed:

- Annually
- When legislation changes
- When significant operational changes occur
- When tender or client requirements indicate a need

Signed:



Managing Director

Date: 05/01/2026