

Compliance

Corporate & Social Responsibility Policy

Version

1.6

October 2025

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Change History Record

Version	Description of Change	Approval	Date of Issue
1.0	Creation of Policy	SMG	October 2020
1.1	Changes of dates and names.	AP	October 2021
1.2	Update of dates and names.	RS	October 2022
1.3	Update of dates and names.	RS	October 2023
1.4	Update of names	RS	March 2024
1.5	Annual updates	RS	October 2024
1.6	Annual updates	RS	October 2025

Policy Statement

Maris Interiors LLP recognises that the principles of corporate social responsibility (CSR) not only makes good business sense but also complements our core business strategy and values. Our policy is based on the following principles:

To minimise the impact and maximise the benefits that our work has on the environment and people around us.

To integrate our CSR considerations into all our business decisions.

To comply with, and exceed where practicable, all applicable legislation, regulations, and codes of practice.

To review, annually report, and to continually strive to improve our CSR performance.

In developing our strategy and setting out our policy, we aim to deliver gradual but continuous improvements in our performance every year. As a result, our approach continues to evolve as we learn lessons along the way. Our overall CSR commitment is supported by the following standalone policies including:

- Quality Management
- Environmental Management
- Operational Health and Safety
- Anti-Bribery and Corruption
- Equal Opportunities
- Anti-Modern Slavery and Human Trafficking
- Data Protection
- Information Security
- Sustainability

We are committed to applying this policy throughout all business practices and will ensure that all those employed to carry out works on our behalf are aware of the policy.

Duties & Responsibilities

The commitment of all employees is necessary to make the policy a success. It is the responsibility of each and every individual to ensure that their own conduct in the exercise of Maris Interiors LLP's affairs and in their dealings with their colleagues both during working time and at work-related social occasions is consistent with this policy. To ensure the continued effectiveness of the policy we will be:

- Reviewing all our employment practices and procedures periodically to ensure fairness;
- regarding any breaches of this policy as misconduct that could lead to disciplinary proceedings, which may include dismissal;
- ensuring this policy is fully supported by senior management;
- ensuring this policy will be monitored and reviewed periodically; and
- implementing this policy.

Managerial Responsibility

Royston Somerfield has ultimate responsibility for the effective operation and development of this policy. The day-to-day responsibility for the policy will be assigned to members of the management team. This policy does not form part of any employee's Contract of Employment, and we may amend it at any time.

October 2025



Shaun McGuinness
Head of Projects – Maris Interiors LLP



Social Value

CERTIFICATE OF COMPLETION

Maris Interiors LLP

Registration No: **180522**

Date Issued: **17 November 2022**

This certifies that the member named above has met the requirements of the Social Value question set

A supplier's status is dynamic. This proves the supplier has completed the Social Value question set on the day stated only. For further details, please check the platform.



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