

Kingston Landscape Group LTD
Social and Corporate Responsibility Policy

Effective Date: 16TH February 2026

Reviewed: Annually

1. Policy Statement

At Kingston Landscape Group, we are committed to conducting our business with integrity, responsibility, and respect for people, communities, and the environment. Our Social and Corporate Responsibility (SCR) Policy outlines our commitment to sustainable practices, ethical governance, community engagement, and social impact. We believe that a responsible approach to business helps foster long-term success—for our clients, employees, and the wider world.

2. Our Commitments

A. Environmental Responsibility

As a commercial landscaping company, we recognize our critical role in environmental stewardship.

- **Sustainable Practices:** Use environmentally responsible products, minimize chemical use, and promote native and drought-tolerant plantings.
- **Waste Reduction:** Reduce, reuse, and recycle materials on all job sites. Compost organic waste where feasible.
- **Carbon Footprint:** Monitor and aim to reduce vehicle emissions and fuel consumption. Invest in energy-efficient equipment and explore electric alternatives.
- **Biodiversity:** Encourage the creation and maintenance of habitats that support pollinators, wildlife, and native ecosystems.

B. Ethical Business Practices

- **Compliance:** Adhere to all applicable laws, regulations, and industry standards.
- **Integrity:** Conduct business honestly and transparently, avoiding conflicts of interest and upholding fair competition.
- **Supplier Standards:** Engage with suppliers who share our values regarding labor, environment, and fair trade.

C. Employee Welfare and Inclusion

- **Health and Safety:** Maintain a safe, healthy, and respectful work environment. Provide ongoing training and enforce safety protocols.
- **Diversity and Inclusion:** Promote a diverse and inclusive workplace where all individuals are treated with dignity and respect.
- **Development:** Support employee development through training, mentorship, and opportunities for advancement.
- **Fair Pay:** Offer fair wages, benefits, and conditions of employment that exceed legal minimums.

D. Community Engagement

- **Local Hiring:** Where possible, prioritize hiring from local communities to support local economies.
- **Volunteering and Giving Back:** Encourage employees to engage in volunteer activities and support local environmental or community initiatives. We work closely with our partnered charity Perennial to support everyone working in the Horticultural industry.
- **Education:** Partner with schools or local organizations to promote environmental education and green career pathways. We also hire apprentices and offer work experience to local students within our community.

E. Transparency and Accountability

- **Stakeholder Communication:** Communicate openly with clients, partners, and stakeholders about our SCR efforts and performance.

- **Monitoring and Improvement:** Regularly assess our impact and seek ways to improve our performance through data collection, feedback, and review.
 - **Leadership Commitment:** Our leadership team is responsible for ensuring the implementation and success of this policy.
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3. Governance and Review

This policy is reviewed annually by our leadership team to ensure it remains relevant, effective, and aligned with our company values and goals. Updates will be communicated to all employees and stakeholders.

For questions or suggestions regarding this policy, please contact:

Abbey Swanson

abbey@klguk.com

Approved by:

[Owner/Managing Director]

Kingston Landscape Group

[Date]