	<b>Corporate Social Responsibility Policy</b>	Issue number:	Document Reference:
		1.0	OSL/POL/HSQE/010
		Issue Date: Feb 2023	Author: Luke Stark

## Core Principles

OSL undertakes Corporate Social Responsibilities (“CSR”) as a core principle and is committed to advancing our policies and systems to ensure we address and monitor all aspects of CSR that are relevant to our business. These include ethical procurement, behaviour, concern for employee’s health and safety, sustainability, care for the environment and community involvement.

We strive to maintain productive and open dialogue with all stakeholders who may have an interest in our activities including clients, customers, suppliers and employees.

The Company Directors take ultimate responsibility for CSR and are committed to developing and implementing appropriate policies while adhering to a fundamental commitment to creating sustainable long-term employment.

As a business driven largely by technological innovation, our main assets are the talents and skills of the people we employ. OSL expects that all activities are conducted in compliance with high ethical standards of business practice including compliance with the Anti-bribery & Corruption procedure.

## Ethics

Our Equality, Diversity and Inclusively (EDI) Policy has been developed to ensure that business is conducted in adherence with high ethical and legal principles and sets standards of professionalism and integrity for all employees and operations wherever they work on behalf of OSL.


The organisation is committed to providing equality of opportunity to all existing and prospective employees without unlawful discrimination on the basis of religion, disability, gender, age, marital status, sexual orientation, race, ethnicity or any other protected status. We encourage diversity and opportunity, which is reinforced through the EDI Policy. Appropriate ethical behaviour is reviewed as part of the business’ management control process.

## People

OSL recognise that Human Factors (Non-Technical Skills) are one of the main factors which contribute to accidents and incidents. A Behavioural Safety programme of training and assessment has been developed along with our industry delivery partners.

OSL aims to find, keep and engage the highest calibre of employees and encourages their contribution and development. An ethos that fosters innovation and collaboration is critical to the Company’s success. Appropriate career paths and internal recognition programmes are developed for both technical and non-technical staff with employees provided with numerous learning and development opportunities to fulfil their potential.

The importance of two-way communication is recognised particularly as it relates to the business and its performance. Regular team briefings are undertaken and robust reporting systems are maintained.

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## Health and Safety

Safety is at the forefront of all business activities and is integrated into our business objectives. Health & Safety responsibility rests with each individual manager and employee, who are supported by HSQE Team.

## Environmental

OSL's Sustainability Policy is designed to reflect Rail Industry initiatives and to ensure that the business is accredited to ISO 14001 standards through the application of controls which, working hand in hand with our industry clients and partners, support environmentally friendly site and office based activities.

## Suppliers

As part of the Assurance process, the safety, environmental and quality policies of suppliers whose activities impact on our service are validated through supplier audits and questionnaires.

## Community

OSL aims to build stronger and healthier local communities through education, charitable donations and support of non-profit agencies in the communities in which we operate. Working with established non-profit organisations maximises the impact of our community building initiatives. Wherever possible, local labour will be recruited to ensure the community benefits from our activities in their area.



Operations Director