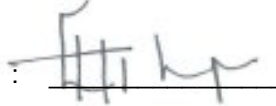


 Roberts Limbrick	POLICY	Document no. : Policy 16 Issue no. : Issue 5 Process owner : Elizabeth Hitchings
Title	COMMUNITY INVESTMENT STRATEGY	Issue date : 14 / 07 / 2026 Page : Page 1 of 2
Name of issuer	ELIZABETH HITCHINGS	Signed :  Approved by : Elizabeth Hitchings

At Roberts Limbrick Ltd we believe that people are our most important asset. This includes the people we do business with, our employees and the local community. We believe that investing in the local community is the right thing to do and will pay dividends by raising our profile and providing opportunities for our business, staff members and the local community. We have a long history of support for the local community and we want to play an active and positive role tackling the needs and opportunities in the wider community in which we work. We believe we each have an opportunity and a responsibility to make a difference and that we can help encourage and focus that impact.

As our employees are also part of the community, it is natural that they have an affinity with the local community, resulting in the use of local suppliers and sub-consultants which, in turn, provide further employment opportunities. In addition, we make a valuable contribution to the community by supporting local charities and educational and community groups.

Skills and education

We encourage and support all types of staff training. This follows on and complements the provision of work experience for schools and higher education establishments, ranging from one week work placements to employment in holidays and 'years-out' for students.

Community involvement

Local community groups, charities and projects are supported in a variety of ways, including financial donations, time commitment or pro-bono activities.

Environment

We not only want to minimise our impact on the environment, we also want to make an active contribution towards preserving it.

Social innovation

We believe that the same passion, energy and culture that makes our business successful can make a positive impact in our community, especially where we can collaborate with other innovative businesses.

Review

The policy will be reviewed annually by the Directors.



POLICY

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Process owner : Elizabeth Hitchings

Title

**COMMUNITY INVESTMENT
STRATEGY**

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Signed:

A handwritten signature in black ink, appearing to read 'Elizabeth Hitchings', written over a horizontal line.

Elizabeth Hitchings, Director

Dated: 01 / 07 / 2023