



Policy

Title: Community Involvement and Engagement

Invicta Rail Ltd (Invicta) is committed to making a difference in the communities in which we work and live. We aim to be sensitive to our local communities' social and economic needs and enhance the benefits that our business activities bring. As well as demonstrating good corporate citizenship, it helps to develop and strengthen our links with the communities in which we are based.

To achieve these aims we focus on two key areas:

Being a considerate neighbour

Invicta aims to establish open communications and good working relationships with our neighbours. We adopt a serious and proactive approach to minimising any disruption we have on local communities.

If deemed appropriate in the future we intend to become a member of the Considerate Constructors Scheme which is a national scheme to improve the image of the construction industry. Our future commitment requires all Invicta construction sites to register and adopt the scheme's Code of Practice.

Engaging with our communities

Invicta has a strong tradition of community involvement and charitable support. We aim to make a positive contribution to the community through the development of, and involvement in, a range of initiatives and programmes, working closely with our different stakeholders. Invicta is also committed to working with and supporting our customers in achieving their aspirations for making a difference in the community.

Responsibility for the direction and implementation of this policy and our Community Engagement Programme lies with Invicta's board of Directors.

We will aim to achieve year-on-year improvement.

Signed:

A handwritten signature in black ink, appearing to be 'NQB'.

Position:

Director

Dated:

01/04/2024