



CORPORATE SOCIAL RESPONSIBILITY (CSR) AND SUSTAINABILITY POLICY

The Company is committed to maintaining the highest standards of corporate social responsibility in its business activities. To meet this commitment we will seek to respect the rule of law, adopt appropriate standards, implement management systems, and will strive to:

Business Ethics

- Behave with honesty and integrity in all our activities and relationships with others
- Maintain internal controls adequate to guide and ensure standards are met

Employees

- Respect the rights and dignity of every employee and treat them fairly and without discrimination.
- Encourage team working and the sharing of knowledge throughout the organisation
- Recognise employees' individual and team contribution and reward them appropriately

Local Communities

- Respect the different cultures and rights of individuals and indigenous people in all areas in which we work

Human Rights

- Identify and assess human rights risks within our sphere of influence and activities
- Provide direction and training to enable employees to positively address human rights within our sphere of influence and activities

Supply Chain

- Seek to be honest and fair in our relationships with our supply chain
- Encourage suppliers and subcontractors to abide by our standards

SUSTAINABILITY

The Company has looked at the criteria for sustainable construction and has developed and adopted the following policy:

SOCIAL PROGRESS

1 Community Involvement

The Company throughout any specific contract will seek to involve the local community and keep the residents fully informed of works, which will affect their homes and day to day lives. It will consult with all necessary people in the development proposals for the area in which they live and work.

All work is carried out with positive consideration to the needs site personnel and visitors, and the general public and the environment in general. Full and regular consultations regarding programming and site activities is maintained from prestart to completion. Special attention will be given to the needs of those with sight, hearing and mobility difficulties.

2 Local Labour and Training Initiatives

The Company supports the use of local labour and training of people for the construction industry. It improves the local community, addresses the skills shortages within the industry and most importantly, gives people assistance in finding meaningful employment.

The company also seeks to provide the opportunities of practical training to young people wishing to pursue a career in construction via our apprenticeship programme. Skills are further retained and improved by the in house Training Programme.

EFFECTIVE PROTECTION OF THE ENVIRONMENT

The Company is committed to protecting the environment in all its construction works. For example, noise from construction operations and all other sources is to be kept to a minimum at all times and consideration is given in the selection and use of local resources wherever possible.

Particular attention is paid to waste management, the avoidance of pollution, the recycling of surplus materials, the avoidance of noise, and the protection of trees and vegetation.

The working site is kept clean and in good order at all times with temporary safety barriers, lights and warning signs maintained in a clean and safe condition. Surplus materials are not allowed to accumulate on the site or spill over onto the surrounding environment and dust from construction operations shall be kept to a minimum.

WASTE MANAGEMENT

The Company as best practice will wherever possible use separate skips to separate construction waste for recycling.

To assist in the minimisation of waste the company will:

- Endeavour to order the correct quantity of goods for the contract

- Delivery of goods to be kept to a minimum
- Collection of goods to be carried out at the start or end of the working day on route to/from the site.

Throughout the contract The Company would obtain materials from the specification. However, should they think that an alternative material, with less environmental impact, can be used just as effectively, this would be discussed with the client.

MAINTENANCE OF ECONOMIC GROWTH AND EMPLOYMENT

The Company is committed to the principles of Best Value, the benefits of which contribute to the growth of the economy and thus increase opportunities within the construction industry. The economic benefits include.

- More predictable workloads and profit levels
- Repeat business opportunities
- Cost savings secured by:
 - Nil retentions,
 - Improved predictability
 - Stabilised capital scheme costs and
 - Reduced defects during defects liability period
- Phased, overlapping programmes in strategic agreements
- Long term investment programmes.

The Company recognises the importance of, career in the construction industry either at trade or professional level. It supports the use of local labour and training of an experienced workforce for the construction industry. The Company is proud of its role in providing employment opportunities both during apprenticeship and continuing employment.

Signed:



Dated: 6th October 2020

Name: Gary Clarkson
Position: Managing Director

This document will only be revised should any amendments/updates be made