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The Company is committed to balancing the company’s economic sustainability alongside its social and environmental responsibilities. Our respect for people encompasses treatment of our own employees, our interaction with the communities in which we operate, and our management of the relationships within our supply chain.

Equally fundamental is the care we take as a business, to nurture and protect the natural environment. This means not just managing the environmental impact of our demolition projects but also the steps we take as an ethical business to minimise the effect of our day-to-day activities, such as the use of natural resources and management of waste.

We manage our activities through the use of established systems and continually assess the consequences of our actions. Our integrated management system is certified to ISO 9001, ISO 14001 and OHSAS 18001.

This policy is the direct responsibility of the managing director and will be reviewed at least annually. Objectives and key performance indicators will be set at appropriate levels for the areas that fall within the policy.

**People**


**Health and Safety**

The management of health and safety is considered to be a top level commitment fundamental to the company’s operation. The director responsible for health and safety policy is the managing director.

Our policy arrangements, supported by a management system certified to OHSAS 18001, aim to protect all employees and anyone else that may be affected by our activities.

Training on health and safety is provided for all levels of employees to a syllabus in line with that approved by the construction industry training board and other national training organisations to which the company subscribes.

A dedicated team of health and safety specialists provides support and advice to management and workforce maintaining the highest level of health and safety standards and has the full support of the directors.

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Performance against specific health and safety objectives and targets is reported annually and includes statistical data on incidents and other key performance indicator criteria. It is our aim to maintain these statistics well below the national industry average.

**Training and Development**

The success of our business is directly related to the continual investment we make in the development of our people. On-going success can only be achieved through commitment to attract, develop and retain the best. We aim to do this through our supportive environment that allows everyone to reach their full potential.

To ensure we are fully prepared to carry out our duties we work to a comprehensive training programme, many of its health and safety elements are mandatory. All employees have personal development plans covering performance, aspirations, opportunities and training needs.


We are working towards the investor in people national standard and are committed to continuing improvement in accordance with the standard guidelines.

**Communities**

The company considers its role in local communities to be an integrated part of the business and we are proud of the communities we both live and work in.

Each office actively seeks to:

- Employ local people and utilize local subcontractors and suppliers.
- Become involved with local business and professional forums.
- Support local charities and events.

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- Build relationships with local schools and education establishments.
- Offer training and apprenticeship opportunities

Equally important is how many demolition sites respond to the communities they interact with. No matter how hard we try, we know that demolition work can sometimes cause disturbance such as noise, dust, vibration and disruption to traffic.

We are committed to ensuring those people who may be affected by our activities are always aware of what will be happening and that any inconvenience is minimised. We communicate with local people through a variety of methods including newsletters, letter drops, notice boards, personal visits, our website, local press, and when appropriate, special open days. We advocate registration with the considerate constructor’s scheme for all sites above the threshold value.


Our offices provide financial support to selected local causes and charitable events. Company fun days and other employee social events maintain a fundraising element of regional teams are encouraged to support charities in their local area or region.

Our employees are also often involved with local schools and universities, giving their time to promote demolition/waste management as a career and aid student’s personal development. Employees help with guided tours and project presentations and by hosting students mentoring them in particular specialist areas of our business.

**Supply Chain**

In managing our supply chain we actively seek to build enduring relationships, adopt a non-adversarial approach to create open and collaborative forms of working that deliver value for our clients and long term opportunities for our business.

It is always our intention to trade responsibly and in full cooperation with our subcontractors and suppliers. Our aim is to identify competent and like-minded organisations capable of fulfilling our expectations. Our commitments to health and safety, protection of the environment, and quality are transmitted to all suppliers and subcontractors.

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When we have the opportunity to influence the design of a project, we encourage the early involvement of our supply chain partners in developing economical and sustainable design solutions.

Site visits and other such audits of facilities are encouraged to develop a dialogue with suppliers and subcontractors that might further improve collaboration.

**Environmental**

We fully recognise our responsibility to manage the impact of our activities on the environment and are committed to good environmental practice. Our environmental management system is certified to ISO 14001 and we set objectives and targets annually.

Our employees undergo mandatory and on-going training in environmental awareness. Full time, in-house advisors provide assistance and guidance in environmental matters, including widespread use of the environmental opportunity and risk assessments on all projects.

Wherever possible we will use our influence with clients and their designs to improve the whole-life environmental performance of demolition projects, to establish energy-efficient and sustainable solutions. This includes the specification of certified legal and timber.

Waste management is of the utmost importance. To divert waste from landfill we have our own recycling centres and operate a reduce, reuse, recycle hierarchy starting with careful selection use & ordering of materials. We are committed to the measurement of our environmental key performance indicators and the fulfilment of our waste minimisation strategy.

We are taking steps to monitor our carbon footprint and are already measuring sources of CO<sub>2</sub> emissions that are easily quantified including:

- Electricity & gas use in offices
- On site fuel usage
- Use & methods of transport



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