

CORPORATE SOCIAL RESPONSIBILITY STATEMENT

Hughes and Salvidge are aware of their Corporate Social Responsibility and strive to provide sustainable and environmentally conscious service offerings.

We understand that Corporate Social Responsibility impacts the whole company and from shareholders, directors, management and through to operatives. The Managing Director is responsible for the implementation of this statement and will make the necessary resources available to realise our corporate responsibilities.

Key Objectives

- We shall strive to improve our environmental performance through implementation of our Environmental Policy.
- We shall ensure a high level of business performance whilst effectively managing and minimising risk.
- We shall encourage dialogue with local communities for mutual benefit.
- We will register and resolve customer complaints in accordance with our published standards of service.
- We will support and encourage our employees to help local community organisations and activities in our region.
- We shall operate an equality and diversity (equal opportunities) policy for all present and potential future employees.
- We will offer our employees clear and fair terms of employment and provide resources to enable their continual development.
- We shall maintain a clear and fair employee remuneration policy and shall maintain forums for employee consultation and business involvement.
- We shall provide safeguards to ensure that all employees are treated with respect and without sexual, physical or mental harassment.
- We shall provide, and strive to maintain, a clean, healthy and safe working environment.
- We shall uphold the values of honesty, partnership and fairness in our relationships with stakeholders.
- Our contracts will clearly set out the agreed terms, conditions and the basis of our relationship.
- We will operate in a way that safeguard against unfair business practices.
- We shall encourage all parties to assist us in enforcing our policies and practices for mutual benefit.

Reduction of our Carbon Footprint

We are committed to the protection of the environment and are currently looking at ways to reduce our carbon footprint.

- Currently, we power our sites using Bio Power generators which are fuelled by recovered oils, reclaimed and refined from used cooking oil.
- We have recently invested in state of the art Eco plant that has lower fuel consumption.

- We are in discussions through the 'Landshare' scheme to plant trees as part of a Company Staff Day to offset our carbon footprint.
- We recycle our demolition arisings, using them to backfill areas on sites or sell the aggregates to be re-used elsewhere. We maximise skip quantity to minimise the traffic movements to and from our sites.

Providing benefit to the local community

Hughes and Salvidge are committed to adding social value in the communities where we work and (where appropriate and possible) we seek to provide employment, training and business opportunities as part of our offering.

Examples of how we have achieved this include:

- Use of local labour – whilst we can only use fully trained and experienced personnel on site, we will encourage the use of local labour for example: site security staff
- Use of local businesses – e.g. recycling facilities, hoarding services etc...
- Identify training and employment opportunities for local people
- Working with local schools – advising on the dangers of construction sites

Signed:



Martyn Burnett, Managing Director

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Signed