



As a business with over 200 year's history in the City we believe it is important to be part of, and contribute to, a healthy, successful and sustainable local economy. In pursuit of this aim we do like to work with and for other local businesses and organizations; recruit locally and support local communities and events.

In respect of our staff we do recognize that each member of the company is an individual and as part of our Investors in People programme we have an open door management policy and an appraisal system. We have an inclusive training programme whereby all employees have the opportunity to improve their knowledge and skills and we are one of the few local contractors within the industry offering opportunities for apprenticeships. Wherever possible we seek to procure our training via local providers. Our Staff Training and Development Plan forms part of our accredited quality management system.

The Company has an Environmental Policy and as part of our commitment to considering the environment we have been developing our Environmental Management System. Within the next four months we will complete the final BSi assessments and audits which we lead to accreditation by the BSi under ISO 14001: 2004.

As part of our Environmental Policy we have established waste management policies including Site Waste Management Plans. Where possible we source materials from sustainable sources and seek to re-cycle or use re-cycled products however this is not totally under our control as often the materials for incorporation in to a project are specified by the client and/or the designer. Where alternative sustainable/re-cycled materials may be available we do endeavor to bring this to the attention of the client/designer.

We encourage our sub-contractors to consider their corporate and social responsibilities and we are in the process of improving our supply chain management to reinforce this.