



## **Corporate Social Responsibility Policy**

### ***Introduction***

John Desmond Ltd., recognises that conducting its business in a way that minimises environmental impact, promotes positive interaction with the community and accords with sound ethical standards brings benefits to all concerned.

We are an architectural metal working with a broad range of operations stretching across the UK, Europe and Middle East

As such, we are closely involved with many different stakeholders and we endeavour to maintain a consistent approach that satisfies the legitimate interests of the people concerned. This applies whether we are working with them directly or if they are affected in any way by the results of our actions.

The prosperity of our business and of the communities with which we engage requires a long-term commitment to the sustainable management of our activities. We have made that commitment.

The commitment affects all areas of our business namely our people, our customers, our performance, our supply chain, our investors, our health, our safety and our environment.

John Desmond Ltd., operate an internal management system and provides the mechanisms to measure and continually improve performance in these areas.

### ***Health & Safety***

We are committed to achieving and maintaining the highest standards of health, safety, welfare and to delivering a continually improving performance.

We shall provide a safe and healthy working environment by taking proactive measures to ensure the safe execution of all our work activities.

It is our policy that all our operations are performed at all times by qualified and competent employees and contractors.

The prevention of accidents involving personal injury and incidents of ill health or property damage is essential to the culture and operation of all our activities.

Our health, safety and welfare policy and associated procedures and documentation will be disseminated to all employees and contractors and will be reviewed on a regular basis and revised as appropriate.

## ***Environment***

We recognise that protection of the environment is an integral part of our business and are committed to undertake works in an environmentally responsible manner. We will comply with legislation, customer and other requirements that apply to our activities, products and services.

We are committed to preventing pollution and aims to minimise the environmental impact of its activities.

This includes setting objectives and targets, implementing procedures to control activities and providing training to ensure that employees and contractors understand their environmental responsibilities.

We recognise our business activities make us an integral part of a wider society and that we have an ethical responsibility to take account of the economic, social and environmental impacts of the way we operate.

We are committed to carrying out our activities in a manner that meets the needs of the present without compromising the quality of life of future generations and apply this principle to the way we do business.

We are aware of the importance of making sustainable construction part of our core business strategy and actively work with our customers, employees and the local community to extract the maximum economic, social and environmental value from our activities whilst at the same time minimising any negative impacts our activities may have.

We recognise that climate change is an important issue facing our business and that we can play an important role in changing behaviours to address it. In order to use resources responsibly, we first seek to understand the impact of those materials on our projects and the environment.

Our goal is to reduce our carbon footprint in line with stakeholder expectations.

Waste generated from our offices, depots and construction sites is streamed such that we are minimizing the amount going to landfill and encouraging reuse and recycling where possible.

Specific arrangements are in place for the recycling of paper, cardboard, plastic, aluminium cans, batteries, florescent light tubes and office equipment.

In addition, items arising from our manufacturing and construction activities including timber, metals are recycled.

We estimate 70% of our waste is recycled as a direct result of our segregation requirements for our in house skip service and through agreements with waste transfer stations

We have recently introduced a system monitoring all our activities so that we can further improve our amount of waste recycled or reused.

## ***People***

Our people are the foundation of our success and we are committed to their well-being and continual development. We fully support diversity, fairness and equal opportunities and fully support the right of all employees to work in an environment which is free of sexual or racial discrimination, either direct or indirect.

Our policies aim to ensure that there is no discrimination against employees or applicants on the basis of sex, marital status, sexual orientation, race, origin, religion, religious beliefs, political opinion, age or disability.

We also recognise the problems that harassment can cause in the workplace and consider harassment of any employee for any reason as unacceptable.

Additional specific detail is included into our Health and Safety, Environmental, Quality, Equality and Fraud Policies.

## ***Customers***

Our Vision is to build on our long term relationships and establish two way commitments by earning the trust of customers and stakeholders.

We continue our investment in our resources in order to maintain our position as a market leader

Our Mission is to be a service provider of choice in the diverse markets in which we operate. We will continually work with our customers to understand their requirements and exceed their expectations.

We will continue to develop and improve a strong innovative and economically sustainable business.

We are committed to being consistent in all our business dealings and to having the highest levels of professional and ethical standards. We will be open, honest and transparent in all our actions and recognize that success will only be achieved through the integrated teamwork of all parties involved.

We are committed to being proactive and will share our knowledge, experience and innovations with our customers and stakeholders in order to add value to the service at all times.

We will operate a business management system that consistently provides products and services that meet customer and regulatory requirements. We monitor customer satisfaction and respond as necessary to maintain the highest standards of service.

## ***Suppliers***

Our supply chain has a major impact on the cost, quality, and delivery time of construction projects.

We therefore have created and maintain a strong relationship with our key suppliers and contractors.

Our procurement is achieved in a clear and fair way, rewarding excellence through repeat business and ensuring payment on agreed terms.

### ***Community***

We aim to engage fully with the groups, communities and individuals directly impacted by our project work and to add value to the work that we do in creating and caring for infrastructure assets by delivering additional community benefits.

One of the benefits we can provide is employment to local people, as well as educating them about opportunities for advancement.

### ***Corporate Governance***

It is important to retain a set of core values and standards for our business processes. How a business is run, its business ethics and the systems it uses to ensure good management are the foundation of effective delivery of corporate governance.

Governance not only includes obedience to the law but demands responsible behaviour and transparency.

The reputation of the company and the trust and confidence of those with whom it deals are among its most vital resources, and the protection of these is of fundamental importance.

Our aim to do business with integrity aspiring to the highest standards and corrupt practices will not be tolerated.

### ***Conclusion***

We continue to evaluate, critically, all our governance and management systems to ensure their suitability for purpose.

**Signed:**



**Name:** Mr. I. Desmond  
Managing Director

**Date:** 02 January 2020