



Corporate Social Responsibility Statement

In recognising that virtually every action we take as a business affects our clients, employees, the public and environment we are ever mindful of our social responsibilities, we research, plan, review and evaluate our actions to ensure we achieve not only best practice but also continuous improvement year on year. We take a proactive approach in identifying areas of operation that have a social impact.

Our People

We understand the role we play in our people's lives. We will comply with our legal obligations in respect of human and employment rights. We map out personal development and opportunities for advancement and maintain an open-door policy where any concerns or ideas can be raised. We will continue to recruit locally and look to sustain a continuous workforce.

Our Environment

We will undertake risk assessments and produce environmental plans. These plans spell out the risks, possible consequences, methods of control and emergency contingencies. As with all risk assessments and method statements they are to be produced in consultation and distributed to all stakeholders.

Our Business

We operate on a business model which brings about growth through profit and investment. We will control our growth by working with clients who give us confidence in realising a fair profit. We will deal with suppliers who have similar ethics to ourselves to collectively achieve mutually beneficial engagement.

Our Clients

Our process for establishing ourselves with clients is based on research into their philosophies and future opportunities. Our client relationships have been built over a number of years, a situation we prefer. We are responsive to changes in our clients' needs and pro-active in research for innovation.

Our Communities

We will support community initiatives through sponsorship and charitable contributions. Our projects take us to different places in the country which means we are aware that our community may vary dependent on where we are active.



Our Suppliers

We will continue to regard our suppliers, not solely as an element of our business to be managed but, as an integrated part of our success. We will monitor suppliers' performance and give feedback on the results. Similarly, we encourage suppliers to appraise our performance.

Our Work

Our commitment to environmentally responsible practices, energy efficiency, and responsible resource management is driven by the belief that small changes today can create significant, positive impacts for tomorrow. We will capture best practice from our projects to improve our performance for the benefit of future activities.

A handwritten signature in black ink, appearing to read "RJ Barwick", enclosed in a light gray rectangular box.

RJ Barwick, Managing Director

01 March 2024