

CORPORATE SOCIAL RESPONSIBILITY POLICY

Introduction

Bethell are committed to continually improving our performance as a socially responsible company and work with our staff, our clients and our subcontractors to maintain this approach.

As our activities are not carried out in isolation, it is our responsibility to consider the effect we as a company and individuals have on the wider community and other stakeholders. As an SME we are able to react quickly and work closely with our partners and the communities in which we operate to minimise the impact made by our presence. We do this by conducting ourselves in a professional manner, ensuring we are approachable, understanding, reactive and ethical.

Those we work with

Bethell core values are reflected in our approach to Corporate Social Responsibility ensuring that these beliefs are conveyed directly to our clients, employees, supply chain and those people living and working amongst the places in which we are contracted to work.

Bethell's Core Values:

- Customer
- People
- Safety
- Performance
- Innovation
- Openness

Bethell People

Our people, as individuals, bring the intellectual capacity and skill base we need to excel. They also bring the passion for what they do, the relationships that cannot be duplicated and the years of experience that make that all important difference.

This is why we place huge importance on employing, wherever possible, a direct workforce of people who stand out from the crowd. Personal development is recognised as fundamental employment right and we work with our people, local businesses, public bodies and private companies to maximise the potential of our workforce by way of professional and personal development both in terms of qualifications, management and behavioural courses. We understand the importance of a work-life balance and we are always open to any suggestions of flexible working patterns, job-share and other initiatives put forward by our employees.

We are immensely proud of our people and of the unique contribution each and every one of them makes to the ongoing success of Bethell Construction. As a team, our people demonstrate how the commitment to a common vision can achieve the most ambitious of goals. They are recognised and rewarded for all that they do and, justifiably, are proud to share in Bethell's success.

Working with Communities

We believe that it is important to contribute to the wider community and to take responsibility for the impact we have on society, through our work practices, our business and our behaviour.

Working together with our employees, clients, partners and stakeholders, we are able to make a positive, sustainable impact and help to engage the people around us and benefit them where practicably possible.

We encourage all of our team to become involved in the local community – from sharing business experience with local students, supporting local charities and volunteering for construction activities in the community.

Enriching local commerce is always a principal objective of any new contract and we will, wherever possible, strive to give employment opportunities to local people and offer local businesses opportunities to become key supply chain partners.

At Bethell we are totally committed to maintaining and developing our passion for people and our work. We recognise that our success depends on a workforce that is rich in its diversity of thinking, perspectives, backgrounds and culture.

Sustainability

Mission

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To contribute to a better world by applying solutions based on experience

Objectives

Bethell will implement practices that promote economic security, social betterment and environmental stewardship, and will strive for continuous improvement of performance in these areas.

To deliver this Bethell will:

- be a leader in sustainable development in areas relevant to its business
- work with its clients to pursue, promote and develop sustainable business outcomes
- promote sustainable practices
- hold its performance accountable to its staff through objective measurements
- ensure our staff receive the appropriate training to understand the importance of sustainability
- ensure that Directors and Senior Management of Bethell Construction are involved in implementation of this policy and in reviewing sustainability performance

The scale and diversity of Bethell's operations means that we have to take a pragmatic approach to business and to the way we take account of our responsibilities to our stakeholders and customers.

The Board recognises these issues are increasingly important. Ensuring that we operate in a responsible way and ensuring our products are both efficient and sustainable is fundamental to the continued success of our business. Our stakeholders expect this of us and we have a duty to demonstrate to them how we are living up to this expectation.

This policy outlines the principles that shape our approach to sustainability and how we undertake our activities in a responsible way. These principles are supported by detailed policies on specific issues.

Our sustainability principles are:

To deliver sustainable projects:

The projects we undertake can have a significant lifetime. Throughout this lifetime anything we construct / deliver will have a major impact on the environment around it.

We will:

- Adhere to relevant legislation and regulations on sustainability issues
- Seek cost effective ways to incorporate sustainability features into the projects we deliver
- Offer advice to our customers on environmentally efficient construction / delivery
- Share ideas and best practice of sustainability innovation across the projects construction
- Respect local heritage and environment. Complete projects in a way that contributes and enhances the local surroundings

To operate efficiently and minimise our impact on the environment:

Construction and its related activities have a potentially significantly environmental impact. We have a responsibility to manage and minimise this impact. We will always strive to:

- Prevent pollution from our activities through adherence to environmental management processes and procedures
- Minimise waste and promote recycling
- Use resources and materials efficiently
- Implement environmental improvement initiatives on our sites, in our offices and within our transport fleet.
- Monitor and measure our environmental performance

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- Promote environmental awareness amongst our employees

To work with local communities:

Where we work in the heart of communities we have a responsibility to act in a way that is considerate and takes into account the views and opinions of local residents. We also recognise the opportunity to enhance surroundings and also contribute to the local economy through employment and other opportunities. We will:

- Treat local communities with respect and listen to their views and concerns
- Use resources, suppliers and materials from the local area if appropriate to do so
- Support community initiatives that are consistent with our approach to sustainability and our core operations
- Be considerate in the way we operate our sites and be sympathetic to the local surroundings and environment
- Create strong links with the communities in which we operate through clear communication
- Identify local charities and causes that we can support to underline our commitment to the community

Responsibility for the implementation of this policy rests with Bethell Construction operating businesses.

Directors and Senior Management of Bethell Construction are responsible for coordinating activities across the operating business and facilitating communication on sustainability issues. This includes the sharing of best practice.

We seek to achieve open, honest relationships with our key stakeholder constructions, including our employees, and will provide appropriate information about our management and performance on a regular basis or when requested. We will engage with our stakeholders on an ongoing basis and take into account emerging issues on sustainability when we review our approach in this area.

Skills and Commitment

We acknowledge that our success depends heavily on the skills and commitment of those we employ. We have a responsibility to promote and develop the skills of people within our business and those wanting a career in the Civil Engineering and Construction industries. We will:

- Encourage employees to take up training initiatives to enhance their skills, particularly if they lead to a recognised qualification
- Provide equal access to training to enable our employees to develop themselves and their career
- Create a culture that rewards employees commensurate with their contribution to the business, to motivate them and retain skills within the business
- Offer opportunities to local youth through our Apprenticeship Scheme.
- Offer our support to any employment and skills initiatives promoted by our clients

Health and Safety

The Health and Safety of our employees and those that come into contact with our activities is of utmost importance. We have a responsibility to provide a safe environment for our employees, subcontractors, customers and other people visiting our sites and premises. We will:

- Employ robust and reasonably practical Health and Safety practices and procedures throughout our operations
- Monitor and review the implementation of our policy and procedures

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- Provide appropriate Health and Safety training for our employees
- Ensure that the general public are kept safe from our work activities
- Always strive to minimise the risk of incidents occurring on our sites and offices
- Contribute to industry wide initiatives to promote Health and Safety awareness and standards
- Regularly monitor the health of our employees by appointing professional third parties to undertake surveillance.

To care for our clients / customers We will:

- Seek opportunities to continually improve customer care and satisfaction
- Monitor and measure levels of customer satisfaction
- Contribute to industry wide initiatives to improve customer satisfaction across the industry
- Actively support our clients in ensuring that, through our own initiatives, they meet their own targets for Sustainability.
- Provide our staff with appropriate training to deal sympathetically with the public and customers

To supplement and help achieve our Corporate Responsibility and Sustainability goals Bethell also have policies in place for:

- **QUALITY – Meeting the requirements of BS EN ISO9001:2015 – Quality Management Systems**
- **ENVIRONMENTAL – Meeting the requirements of BS EN ISO14001:2015 – Environmental Management Systems**
- **HEALTH and SAFETY – Meeting the requirements of BS EN ISO 45001:2018 – Health & Safety Management Systems**



V O'Dowd
Managing Director

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