

Corporate Social Responsibility Policy

The Erith Group work hard to improve our reputation as a responsible and sustainable company, which operates on the basis of ethical behavioural values and we deliver what we promise.

We acknowledge that climate change is a threat to our business and we are taking this aspect seriously in our business planning.

We will always strive to attain a high level of CEEQUAL or BREEAM rating in all our projects, by using sustainable practices in design and construction.

We aim to maintain and grow a profitable customer-focused business by delivering high quality, integrated services through commitment to a policy of continuous improvement. We recognise that embedding sustainability into all aspects of our business is key to achieving these goals. Whilst some of the services we provide contribute to environmental and public health protection, we also recognise that our activities have impacts on the environment, the wellbeing of our employees and the communities in which we operate. The Erith Group is therefore committed to:

Actively reduce environmental impacts, with a particular focus on:

- progressively reducing energy use and carbon emissions company wide in our transportation activities, the equipment and plant we operate, and the buildings we occupy - in line with our Energy Policy;
- Maximise, re-use and recovery of the waste produced by our activities and encourage re-use and recycling of construction materials within our projects;
- Adopt sustainable materials management involving responsible sourcing for natural materials such as wood and primary aggregate;
- Minimise the use of natural resources, including water, by substituting alternative recycled materials, collected rainwater and grey water wherever practical;
- Reducing local nuisances associated with our operations, including: dust emissions, noise and loss of natural habitats.

Improving Employees Wellbeing by:

- Creating an inspiring and healthy working environment with opportunities for personal and professional development;
- Making safety and wellbeing central to the way we work;
- Maintaining our strong culture of employee loyalty, which we believe is a key element to the success of the company;
- Providing a safe and healthy work environment which meets and exceeds best practice standards, with a target of zero accidents / incidents; and
- Developing and broadening the skills of our employees.

Encouraging Sustainable Criteria and Incentivising Sustainable Procurement by:

- Embedding sustainability criteria in our procurement decisions so that environmentally and socially preferable materials and solutions are used where possible;
- Ensure suppliers and subcontractors have sustainability criteria within their activities and procurement procedures.

Community Engagement, which allows us to contribute positively to the local communities within which our projects are located, and can be achieved through:

- Supporting local communities by donating to local charities; sourcing labour and providing skills training; supporting local schools and local initiatives; and
- Actively engaging with and contributing to the communities in which we operate, through local employment, partnerships and sponsorship.



Tony Darsey M.I.D.E.
Managing Director

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