

**CORPORATE POLICY STATEMENT****Policy documentation and review**

The corporate policy statement follows and is further detailed in policy documents. Policy will be reviewed annually or more frequently as necessitated by legislative or organisational changes.

**General**

It is corporate policy to complete all work to the satisfaction of customers and legislators. The review process is used to measure business objectives to ensure continual improvement in the company's operation and in the service given to customers.

Line management will ensure sufficient resources are made available and that there is adequate information, instruction and training provided.

**Health and Safety**

The company fulfils its duties under the Health and Safety at Work Act and associated legislation. The company conducts its business with due and proper regard for the health, safety and welfare of its employees and others who may be affected by its operations.

The company seeks to eliminate injuries and reduce ill health. Risks are controlled as part of management processes.

**Environmental Sustainability**

The benefits of sustainable construction and protecting and preserving the environment are recognised.

All activities are undertaken in a manner that will minimise environmental damage, prevent pollution, minimise waste, use materials and resources efficiently and protect wildlife. The company will comply with environmental legislation and codes of practice.

**Human Resources**

The company's most important asset is its people. Employees are treated in the same way regardless of their sex, race, religion, ethnic origin, disability, age or sexual orientation. Applicable legislation is complied with.

A competent and flexible workforce is maintained by developing people to enable them to maximise their potential, to the benefit of both employee and company.

**Implementation of policy**

The directors of the company are responsible for implementing the Business Management System and ensuring that policy is communicated and understood throughout the businesses.

The Business Management System is certified to the requirements of ISO9001, ISO14001, OHSAS18001 and National Highways Sector Schemes. The system operates in all areas of the company and is used to promote this policy.

Philip Fellowes-Pryne

Chief Executive

This policy will be publicised throughout the company on notice boards and made available to external parties on request. It will also be published on the website. It is maintained by the SHE department 01603 727272.

This review: January 2010, next review before end January 2011