

The culture of our business is underpinned by our core values. In our everyday behaviours we place a great deal of focus on our values; staying on the safe side, caring about people and taking pride in our work. This means working responsibly for our business and for our communities.

We outline our goals in our Sustainable Business Plan, where we make sustainability commitments in six key areas. The areas of focus are integrated with one another to ensure we meet the needs of our stakeholders, disseminate best practice and take a proactive approach to sustainability throughout our operations. We will ensure that we engage and work closely with our employees, suppliers and subcontractors to deliver sustainable solutions.

To do this BCM have set a number of commitments:

We care for our communities

- Enabling, enhancing and supporting local communities
- Engaging and leaving positive legacies in the communities in which we work
- Inspiring and training a future workforce to help deliver a sustainable infrastructure for the future
- Improving social mobility and supporting thriving local communities

We strive to be a better business

- Providing a safe, healthy and equitable working environment for all employees
- Employing and engaging a diverse and skilled workforce
- Training our employees so that they are equipped to support the business

We source responsibly

- Sourcing responsibly and efficiently to reduce our consumption of natural resources
- Sourcing locally to support local economies
- Operating a responsible supply chain with open, consistent engagement

We care for our environment

- Reducing the impact of our operations on the natural environment and enhancing it wherever possible
- Conserving and minimising the use of resources, making our operations more efficient and delivering a low carbon infrastructure
- Managing our impacts on biodiversity and the natural environment, seeking opportunities to enhance the environments we work in
- Preventing degradation of the environments we work in

We ensure quality every time

- Providing high quality services to achieve excellence in everything that we do
- Delivering high customer satisfaction
- To deliver this we will:
 - o Effectively manage our operational impacts and risks
 - o Set tangible and measurable targets
 - o Weave sustainability throughout our integrated management system
 - o Promote sustainable design and challenge standard practices
 - o Optimise our supply chain
 - o Have effective employment and training policies
 - o Ensure effective waste management and resource use

This Policy Statement and associated IMS procedures apply to all activities and work undertaken by BCM. All employees and subcontractors are required to comply with this policy. They will be briefed on this and made aware of our expectations during the induction process and following any subsequent amendments. It will be accessible to all interested parties via SharePoint, noticeboards, the company website and is available on request.

The Directors of BCM are committed to this Policy and are responsible for ensuring its arrangements are implemented and upheld. It will be reviewed annually and revised as often as may be deemed appropriate, and then brought to the attention of all interested parties.

Shane O'Halloran
Managing Director
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Issue no.:	3	Date:	Feb 2020	Document owner:	Managing Director	Page 1 of 1
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