

Policy- Corporate Social Responsibility

POLICY PURPOSE:

“Corporate Social Responsibility (CSR) is the concept where organisations integrate social and environmental concerns into their business operations. The business is committed to the principle of CSR and aims to ensure that CSR becomes embedded, where appropriate, into its policies and practices, to the benefit of staff as well as the wider community.”

Bridge Civil Engineering Limited (BCEL) is already contributing to CSR and this policy, and future strategy will develop this commitment.

COMMITMENT:

BCEL aims to be an organisation that is transparent and ethical in all its dealings as well as making a positive contribution to the communities in which it operates.

It is committed to the following values in all aspects of its work and behaviour, including the fulfilment of its social responsibility through:

- Clear direction and strong leadership
- Customer focus
- Respect for people
- Open communication
- Working to deliver best value
- Openness
- Equality
- Environmental responsibility to minimise the impact of our works
- Development of positive working relationships with others
- Commitment to the highest ethical standards
- Valuing and harnessing the diversity of all employees, clients and the communities in which we operate.

CSR is complimentary to the company’s existing integrated management systems that are certified to ISO and include Quality, Environmental and Health & Safety Management systems.

CSR STRATEGY:

BCEL will seek to achieve corporate and social responsibility objectives by focusing on five strategic areas:

- Equal Opportunities - maintaining and promoting our commitment to the fulfilment of our equal opportunities policy.
- Good Relations – develop and adopt a Good Relations Strategy, which will be reviewed annually and will be implemented and endorsed through companywide objectives/initiatives.
- Workplace – addressing the needs and aspirations of staff through the continuing development of diversity, work-life balance and health and well-being initiatives.
- Community Impact – encouraging and assisting staff to greater involvement in team/individual projects in support of the wider community.
- Environment – continuation of our environmental management system that aims to minimise waste, maximise efficiencies and promote sustainability including our commitment to “Future Net Zero”.

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GUIDING PRINCIPLES:

The Board recognises that we must integrate our business values and operations to meet the expectations of our stakeholders. (Including customers, employees, suppliers, the community and the environment) by:

- Recognising that social, economic and environmental responsibilities to these stakeholders are integral to our business and demonstrate these responsibilities through our actions and within our corporate policies.
- Reporting and acting on all feedback, complaints non-conformances and positive responses that we receive from our stakeholders and, where possible, maintain open dialogue to ensure that BCEL fulfil the requirements outlined within this policy.
- To be open and honest in communicating our policies, strategies, targets, performance and governance to both employees and stakeholders in our continual commitment to sustainable development.
- BCEL will endeavour to make the necessary resources available to realise corporate responsibilities. The responsibility for delivery lies with all employees.
- In relation to community involvement, BCEL will continue to support local charities, community activities and projects by raising funds, providing advice and giving practical support where possible.

PARTNERSHIP FOCUS:

BCEL will strive to improve our environmental performance through implementation of sustainable development and environmental policies by developing and implementing:

- A high level of business performance while minimising and proactively managing and minimising risk.
- Encourage dialogue with local communities for mutual benefit at sites where there is potential to influence best practice.
- Record and resolve customer complaints in accordance with the Company Management System.
- Operate an equal opportunities policy for all present and potential future employees.
- Offer all employees clear, fair terms of employment, and provide resources to enable their continued development, training and progression.
- Maintain forums for employee consultation and business involvement.
- Provide safeguards to ensure that all employees are treated with respect and without sexual, physical or mental harassment.
- Strive to maintain, a clean, healthy and safe working environment.
- Uphold the values of honesty, partnership and fairness in our relationships with stakeholders and clearly set out the agreed terms, conditions and the basis of our relationship with our suppliers.

CSR activity will be reported at Board Meetings. In addition, CSR activity will be publicised internally, on our website and on external social media accounts.