

# Sustainability Policy

## (Corporate Social Responsibility Policy)

Horbury recognises that sustainability is a fundamental consideration that needs to influence our approach in many aspects of our business. These aspects and our standards and aims are set out in the following statements.

### 1) Commercial Aspects

Horbury will:

- do business in an ethical, fair and transparent manner;
- ensure that at the point of inception each project is commercially viable;
- review and make an informed, balanced assessment of risks and rewards in contract terms;
- provide a high-quality service (see our Quality Policy) leading to long-term client relationships;
- maintain a robust level of control and review to ensure that project returns are monitored throughout the term of the project;
- treat subcontractors with the same level of equity and integrity that we expect from our customers;
- leverage systems to achieve competitive advantage and deliver maximum stakeholder value;
- maintain an effective and challenging corporate governance structure to continually assess, review and improve our commercial performance.

### 2) People Aspects

Horbury will:

- attract and retain a diverse and talented workforce;
- promote a culture of learning, diversity and inclusion;
- give opportunities to young people to create a talent pipeline that will feed our people resource needs into the future;
- treat all workers (employees and subcontractors alike) with respect and fairness.

Horbury has developed and implemented several HR policies that underpin the above.

### 3) Operations Aspects

Horbury will:

- do all that is practicable to ensure a safe and healthy environment for all who work for us or who may be affected by our work (see our Health and Safety Policy);
- maintain policies, programs and practices for conducting operations in an environmentally sustainable manner (see our Environmental Policy);
- engage with our supply chain to reduce waste and drive innovation;
- build projects well - maximising the quality of the built environment for the ultimate client(s);
- embrace technology changes to ensure we remain at the leading edge of the construction sector.

### 4) Community Aspects

Horbury will:

- actively participate with relevant standards and trade bodies;
- take an active interest in one charity each year and commit financial and worker time resources to assisting that charity to meet its objectives;
- encourage and support workers' charitable endeavours;
- interact in a meaningful way with local schools, colleges, universities and the CITB.

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Issue / Review Date:	2 January 2024	Approved by:	Trevor Wragg

We will publish an annual Sustainability Report which will detail the activities undertaken, issues encountered and plans within this policy area.

We will review this policy for ongoing suitability and effectiveness at Management Reviews and as required and expect it to evolve to encompass developments in the construction and general environment as well as the expectations of stakeholders.



Trevor Wragg  
Chief Executive  
2 January 2024

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