



Neary

Corporate Social Responsibility Statement of Intent

Neary Construction recognises that it has responsibilities to all stake holders which include the interests of employees and their families; the need to foster the organisations business relationships with partners, customers, suppliers, others and the impact of the organisations operations on the local communities and the surrounding environment where it operates.

The Operations Director of Neary Construction is responsible for the development of this CSR Policy and shall ensure that appropriate resources for its effective implementation are available.

Employees are highly regarded and valued, and their employment and other rights are respected. The organisation is committed to the important principal of equal opportunity which is reflected in Neary Construction recruitment, disciplinary and grievance policies. The organisation is dedicated in exceeding customers' requirements in a manner that is consistent with high Health, Safety, Environmental, Quality and ethical standards. The organisation is committed to local communities in the areas in which it operates its business.

Consulting and Development of Employees

Neary Construction strongly believes that its greatest asset is the workforce and is committed to protect and improve their health, safety and wellbeing both at work and home.

In order to achieve this the organisation has adopted the philosophy of 'everyone home safe, everyday'.

To achieve this the organisation is committed to having an effective safety committee that links between the management and all levels of the workforce. The organisation proactively rewards individuals for safety culture improvements, being safety champions and innovation.

This philosophy is furthered through the organisations staff development program that not only benefits the organisation through a highly trained and competent workforce but shows each employee that the organisation is committed to them and will invest time, effort and resources into their career development.

Environmental and Carbon Reduction commitments

Neary Construction is fully committed to the prevention of pollution and minimising the impacts and operations on the environment. Therefore we commit to comply with all legislation, regulations and other obligations to fulfil our Environmental and Sustainability Policy and EMS, and as such, recognises the benefits of effective environmental protection in carrying out its activities.

To achieve this policy, we will:

- Endeavour to protect and improve the environment wherever we can.
- Endeavour to minimise use of the earth's natural and non-renewable resources throughout the company's activities.
- Minimise waste production where possible, by employing sustainable work practices, careful material specification and encouraging re-use and recycling.
- Communicate the social, economic and environmental aspects of our contract by engaging with all stakeholders appropriately.
- Develop staff training and raising staff awareness.
- Encourage staff to embody the principals of Sustainable Development into their day-to-day working activities including travel and use of energy-saving devices, through responsible procurement and support of sustainable procurement of our supply chain.
- Seek to develop innovative and cost effective solutions to meet clients' aspirations for sustainability.
- Work with clients, advisers and suppliers to develop new or alternative methods for reducing materials use throughout all aspects of both client and company business and promote the use of recycled materials.

- Provide advice and guidance to clients and stakeholders on sustainable construction management.
- Encourage the use of sustainable transport through the cycle-2 work scheme.

Further to the above the organisation has set some targets that will be monitored and reported at the end of each year, these are:

- Reduction of waste to landfill of 50% by 2021, (compared against 2010 levels)
- To send a maximum to 10% of waste to landfill from the head office and main compound by end of this reporting period.
- Self-produce 50% of the head offices, electricity requirements by 2021, with 90% of the remaining being sourced from sustainable sources.
- Overall reduction of 2% of energy consumed by end of reporting period.

This policy reflects the UK Government's principals of Sustainable Development and also recognises that the company's clients may wish to implement their own sustainability targets throughout their businesses.

This policy shall be made available to all employees and displayed, as appropriate to each site, on notice boards.

The CSR Policy shall have the targets measured and quantified after each reporting period with the result forming part of the following year's policy. The first reporting period for the organisation will be eighteen months from the date shown below to allow for all information to be suitably verified, quantified and suitable rationalised with all other reporting periods lasting twelve months.

Signed: 
Martin Neary (Operations Director Neary Construction)

Date: 24th March 2020