



BAILY
GARNER

CORPORATE SOCIAL RESPONSIBILITY POLICY

April 2020



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INTRODUCTION

As a Construction Consultancy based in both London and Birmingham, but operating in areas across the whole of England, the prosperity of our business and of the communities within which we operate requires a formal commitment to the sustainable management of all our business activities.

We have therefore developed a Corporate Social Responsibility policy that affects and enhances all areas of our business, namely

- Our own **People**
- The **Environment** in which we operate
- Working within and supporting the local and wider **Community**
- all resulting in the Integrity with which we manage Business with Suppliers and Customers (including Health and Safety responsibilities)

STAFF/PEOPLE

We are committed to the well-being and continual development of our people and to the training of our workforce. We want our employees to know they are appreciated and valued and we give them regular feedback so that each employee has a clear understanding of their role and how they contribute to the business.

We operate a meritocracy, where all employees are recognised and rewarded on the basis of their performance, effort, contribution and achievements.

We expect our employees to act with integrity and respect towards one another and exercise a high standard of business practice and workmanship.

We support diversity, fairness and equal opportunities and aim to involve and consult regularly with employees as to the direction of the business.



ENVIRONMENT

We have implemented an environmental policy appropriate to our business and manage it through a British Standards accredited ISO 14001 environmental management system.

We are aware of our environmental impact as a business and have taken and continue to take appropriate steps to mitigate that impact, including setting environmental objectives and targets, implementing procedures and providing training so that employees, clients and contractors understand their environmental responsibilities and can seek to improve our environmental performance.

THE COMMUNITY

We recognise and understand the significance of the local community within which we operate. We aim to enhance our contribution to the community by being sensitive to the needs of local people and groups and promoting ethical and socially responsible trading.

We will look for opportunities to provide work or training 'for and within' the communities and the estates we work on or within the areas/boroughs in which we are active.

We recruit locally wherever possible, proactively attending local school and college careers events.

We actively support and donate to the charities/non-profit organisations both within our community and those close to our own people's hearts.

BUSINESS INTEGRITY

Customers

We aim to build long term relationships with all our customers and other stakeholders by understanding their objectives as they evolve over time and meeting their needs.

We aim to give fair value, consistent quality and reliability. We aim to have the highest professional and ethical standards and will be honest, open and transparent in all our dealings with customers.

Suppliers

We aim to create and maintain strong relationships with key suppliers and contractors.

We aim to choose suppliers that share our ethos in relation to employment practices, quality and environmental controls. This will be communicated to all suppliers and potential suppliers.

Health & Safety

We aim to achieve and maintain the highest standards of health and safety and provide a safe and healthy working environment for all our activities.

We have a current and effective written health and safety policy that is regularly reviewed and updated.

Performance and Continuous Improvement

We are looking to put Corporate Social Responsibility at the heart of our business plan, and set objectives in key areas and measure and monitor our performance so that we keep on track

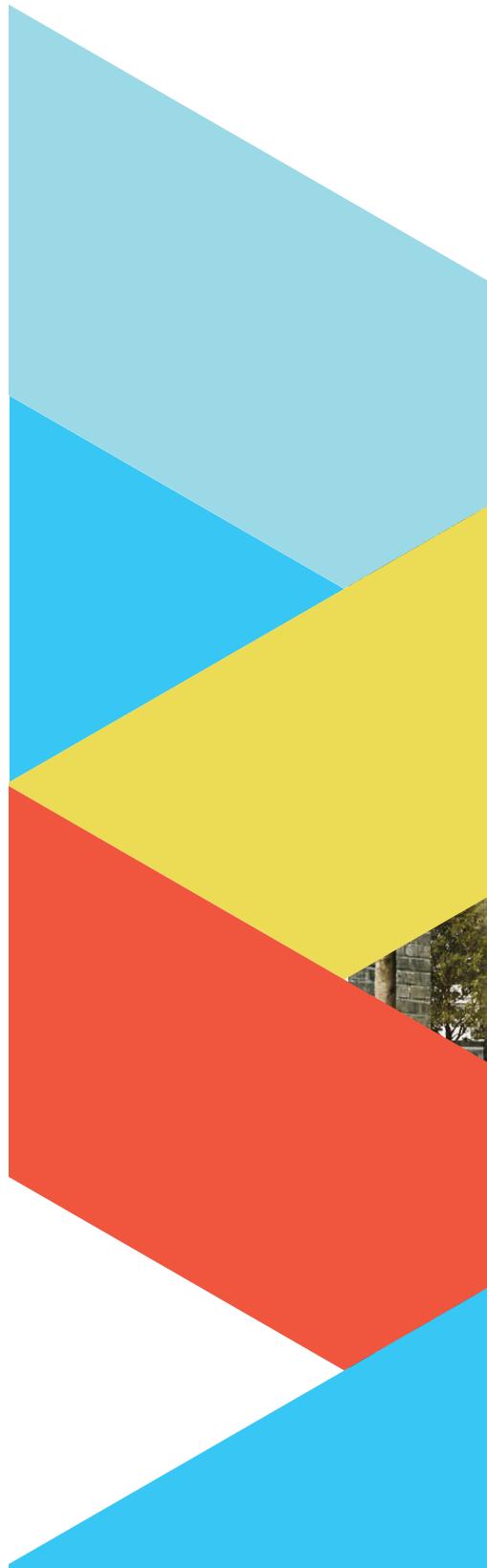
This policy is available to all staff via the company intranet and individual/group briefings will be carried out.

Signed



Andy Tookey
FRICS APMP, Managing Partner

Date: April 2020



ARCHITECTURE
BUILDING SERVICES ENGINEERING
BUILDING SURVEYING
COST CONSULTANCY
ENERGY AND ENVIRONMENTAL
INDEPENDENT CERTIFIER
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