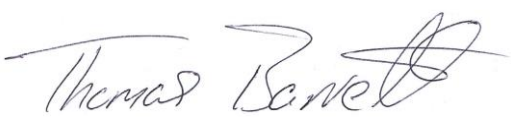
# GROUP SUSTAINABILITY POLICY STATEMENT

| Main Author | Reviewer | Reviewer | Approver |
|---|---|---|---|
| Michel Mauricio | Liam O'Meara | Michael Carroll | Tom Barrett |

| REV | Date | Status / Description of Changes |
|---|---|---|
| Michel Mauricio | 05/08/2019 | Updating all laws/regulations dates to the current standard. Adjusting template, for a more clear layout. |
| Michel Mauricio | 14/01/2020 | Template updated minor changes |

*Thomas Barrett – Director* *Reviewed :* 14/01/2020



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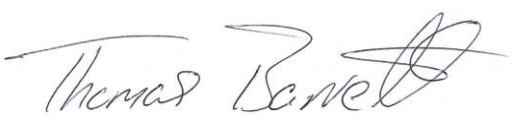
*Thomas Barrett – Director*

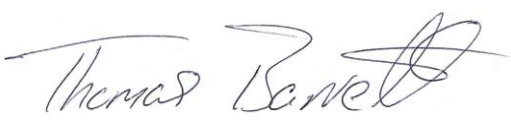
*Reviewed :* 14/01/2020



# Introduction

The Gradewell Group take responsibility for conducting and growing our business in a sustainable and responsible manner. We understand the impact our activities can have on the environment and society and endeavour to ensure we eliminate or mitigate the risk of negative impacts. We have committed to incorporating sustainability into our business strategy and adopting sustainable decision making as an integral part of the way we do business.

## Gradewell Promise to:

- Comply with all relevant legislation and conduct business in a fair and ethical manner
- Implement our Sustainability Strategy to deliver against defined objectives and targets
- Seek innovative and cost effective business solutions
- Manage, measure and report our corporate performance
- Work in accordance with our Sustainable Procurement Policy Statement
- Engage, influence and collaborate with key stakeholders to extract maximum economic, social and environmental benefits
- Share information relating to our sustainable credentials with stakeholders and encourage the spread of sustainable technologies and services throughout our supply chain
- Reduce and where possible eliminate the direct environmental impacts of our works
- Work to minimise fuel, energy and water use
- Work to eliminate or minimise waste at design and construction stage
- Optimise the utilisation and re-use of resources, especially natural and finite resources
- Take proactive measures to ensure the safe execution of our activities aiming for the highest standards of health, safety and welfare
- Provide a safe and healthy working environment for our employees
- Aim to improve the health and wellbeing of our employees
- Provide training to develop the competencies of our employees
- Engage, train and motivate employees to work in a sustainable manner
- Contribute to community improvement and charitable projects

*Thomas Barrett – Director* *Reviewed :* 14/01/2020