

# Sustainability Policy Statement



H&J Martin places great importance on the sustainability of its business and strives to build principles of sustainability into all its operations and projects. Our vision is that H&J Martin projects and operations provide lasting social, environmental and economic benefits to our stakeholders through focussing on:

- OUR PEOPLE: through supporting, protecting and developing our staff.
- OUR PLANET: through environment protection and stewardship of natural resources.
- OUR FOOTPRINT: through respecting and supporting communities, our supply chain, and by providing employment.

## ROLES AND RESPONSIBILITIES

Our Chief Operating Officer is responsible for establishing our policy on sustainability and for reviewing the performance of each operating area. H&J Martin Directors, supported by their HSEQ team is responsible for developing and implementing effective arrangements to demonstrate compliance with relevant sustainability standards.

All our people are expected to lead by example and strive to minimise the impacts of their individual actions, promoting best practice and taking action to prevent poor performance.

## MINIMUM STANDARDS

In relation to our people we will:

- Create a work environment where our staff feel, safe, secure and valued.
- Establish and maintain a wellbeing programme for our staff and sub-contractors.
- Promote equality and diversity within the work place.
- Maintain 'IIP Gold' status by providing a structured and sustainable training programme.
- Live our company values and create a culture that promotes sustainability across our Group.

In relation to our planet we will:

- Establish a project Waste Management Plans to encourage ZERO waste to landfill.
- Undertake Environmental Risk Assessments on all contracts with agreed mitigation measures.
- Reduce our carbon intensity in line with the requirements of ISO 50001.
- Work with clients to promote the use of sustainable materials.
- Support the undertaking of project BREEAM / CEEQUAL assessments.
- Avoid wastage of energy, water or materials, whilst protecting and enhancing local biodiversity.

In relation to our footprint we will:

- Support individuals and communities through use of local labour and suppliers.
- Build resilience into the business through good practice and Business Continuity Planning.
- Ensure the confidentiality, integrity and availability of company, employee & client data/information.
- Provide a quality service and quality products for our clients.
- Source responsibility when engaging with and developing our supply chain.
- Advise clients and supply chain members on best practice in sustainable construction techniques
- Apply Considerate Constructor Scheme principles to our projects & contracts.

H&J Martin has Sustainability KPIs for its business and will report honestly and publicly on performance.

A handwritten signature in black ink, appearing to read 'Nick Fletcher', with a long horizontal line extending to the right.

**Nick Fletcher**

**Chief Operating Officer**

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Functional Owner	HSEQ	Document Owner:	Nick Fletcher	Page:	1 of 1