



Walsh Construction Ltd

Corporate Responsibility Policy Statement of Intent

Walsh Construction Ltd recognises that as a business, our actions have an impact on employees, clients, suppliers, the environment and the local community.

This policy statement has been written to demonstrate our commitment to conducting our business with regard to legal and moral obligations and to make a positive contribution to the well-being of the people, environment and communities within our geographical works.

Employees

We are committed to equality and diversity to all existing and prospective employees, recognising that our reputation is dependent on the quality and skills of our employees. We are committed to fair and honest treatment of all our employees and will prohibit discrimination on the grounds of race, religion, sexual orientation, nationality or ethnic origin. We are also committed to health and safety of all our employees and to continued personal growth by way of training and promotion.

Clients and Suppliers

All customers and suppliers are treated with professional and fair standards. We aim to ensure a high quality of service and to achieve a finished contract that meets the specifications, standards and timescales set by the client. Our suppliers are vetted and are committed to providing materials and services that adhere to client's requirements and are sourced by environmentally friendly raw materials, recycled produces used where appropriate and to kite-marked standards.

Health and Safety

We are committed to high standards of health and safety, recognising our duty and the benefits of providing safe working conditions for all our employees. We aim to achieve good safety performance through our safety management systems. We actively promote health, safety and good welfare for those we are responsible for.

Environment

Whilst carrying out our works, we seek to minimise the impact that our activities have on the environment by raising awareness and operating procedures that seek prevention of air-borne pollution, noise and vibration pollution, minimizing waste and having emergency contingency plans. We also operate a sustainability plan, which details our arrangements for reduction, re-use, recovery and recycling that will help sustain the environment that we all live and work.

Communities

Whilst carrying out our works, we seek to minimise the impact that our activities have on the local communities. We are committed to ensuring minimised noise and air pollution, traffic management and providing as little disturbance as possible.

We are also committed to contribute to the local community in which we are based, through support of local charities and events.

Business Principles and Code of Ethics

We are committed to ensuring our business is conducted in all respects according to the highest ethical and professional standards, taking into account all legislation and best practices. We are committed to maintaining our reputation as a company that will not tolerate fraud, bribery, corruption or abuse of position for personal gain in any area of business activity.

The company values are open-ness, honesty, integrity and performing to the highest standards.

Full details of our methods, controls and standards are available in the following policy documents:

- Contract of Employment & Handbook
- Recruitment Policy
- Equality & Diversity Policy
- Health & Safety Policy
- Health & Safety Management System
- Environmental Policy
- Environmental Sustainability Policy
- Quality Assurance & Management Control Systems
- Public Relations & Complaints
- Fraud & Malpractice Policy

Walsh Construction Ltd aim to create a balance between; the development of opportunities with our clients, stimulating, training and rewarding our employees, working with and supporting local communities and sustaining the environment in which we live and work.

Any employee that is in breach of any company policy will face disciplinary procedures.

We are committed to ensuring this responsibility towards people, the environment and communities are embedded in the way we carrying out our business and therefore should be part of our natural thinking.

Signature

A handwritten signature in black ink, appearing to read 'Jon Bird', written in a cursive style.

Jon Bird
Managing Director