

1. Policy Statement

Luddon Construction is a socially and environmentally responsible business. We are a construction company with a broad range of operations stretching across the UK. As such, we are closely involved with many different stakeholders and we endeavour to maintain a consistent approach that satisfies the legitimate interests of our stakeholders.

In all aspects of our responsibilities, we recognise the importance of working closely with our employees, clients, suppliers, including sub-contractors and the local communities in which we operate. We also recognise the importance to balance short-term and long-term interests as well as integrating economic, environmental, social and legal considerations into our strategic decision-making. We are open minded in dialogue with those who are affected by our operations and communicate with our stakeholders in a timely and effective manner.

Equally fundamental is the care we take as a business, to nurture and protect the natural environment. This means not just managing the environmental impact of our construction projects but also the steps we take as an ethical business to minimise the effect of our day-to-day activities such as the use of natural resources and management of waste.

Luddon Construction operate Quality, Environmental and Health and Safety management systems which are accredited to ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018 respectively and provide the mechanism to measure and continually improve performance in these areas.

This policy is the direct responsibility of the Joint Managing Directors and is reviewed at least annually. Objectives and key performance indicators are set at appropriate levels for the areas that fall within the policy.

This statement provides the basis for managing our corporate social responsibilities and forms the starting point for developing and implementing our policies and procedures in this area.

2. People

Our people are the foundation of our success and we are committed to their well-being and continual development. We fully support diversity, fairness and equal opportunities and fully support the right of all employees to work in an environment which is free of discrimination, either directly or indirectly.

We are committed to providing an inclusive working environment where all employees are treated with courtesy, dignity and respect and where everyone feels valued irrespective of gender, ethnicity, sexual orientation, disability, age or any other protected characteristic. We are committed to the principle of equal opportunities in employment and ensuring that no applicant or employee receives less favourable treatment.

The success of our business is directly related to the continual investment we make in the development of our people. Ongoing success can only be achieved through a commitment to attract, develop and retain the best. We aim to do this through our supportive environment that allows everyone to reach their full potential. This is achieved through following a comprehensive training and development programme that includes individual personal development plans covering performance, aspirations, opportunities and training needs.

3. Environment

We recognise that protection of the environment is an integral part of our business and are committed to undertake works in an environmentally responsible manner. We will comply with legislation, customer and other requirements that apply to our activities. We are committed to preventing pollution and aim to minimise the environmental impact of our activities. This includes setting objectives and targets, implementing procedures to control activities and providing training to ensure that employees and sub-contractors understand their environmental responsibilities.

Wherever possible we will use our influence with clients and their designers to improve the whole-life environmental performance of construction projects, to establish energy-efficient and sustainable solutions. This includes specification of certified legal and sustainable timber (FSC) and plywood (PEFC).

Waste management is of the utmost importance. To divert waste away from landfill we operate a reduce, reuse, recycle hierarchy, starting with careful selection, ordering and use of materials. We are committed to the development of our environmental key performance indicators and the fulfilment of our waste minimisation strategy.

Innovation is essential for the development of our business and for creating vibrant sustainable solutions in the built environment. We aim to stimulate sustainable solutions that balance economic, environmental and social issues.

4. Community Engagement

Luddon Construction acknowledges the importance of Community Engagement and is fully committed to helping communities in and around the areas we work in. As such, we will proactively seek ways in which we can engage with and support the local communities in which we operate.

Community engagement activity includes, but is not limited to:

- Establishing partnerships with local schools, colleges, universities and charities to provide employment and training opportunities to local people.
- Sponsorship of or monetary donations to local charities, community centres, social enterprises and other community groups.
- Provision of non-monetary donations, such as labour, plant and materials for local community projects.

5. Supply Chain

In managing our supply chain, we actively seek to build enduring relationships, adopt a partnership approach and create open and collaborative forms of working that deliver value for our clients and long-term opportunities for our business.

Our supplier procurement process is carried out in accordance with our ethical purchasing and ethical conduct policies, including anti-slavery and human trafficking policy. Our high standards for health and safety, environmental, community relations and ethical conduct, including compliance with modern slavery legislation are communicated to our suppliers, monitored and measured and aims to reward excellent supplier performance through repeat business.

We believe that by acting upon these commitments we are creating value for our customers, employees, shareholders and broader society.

Signed

A handwritten signature in black ink that reads 'Allan Randall'.

Allan Randall
Joint Managing Director
Date: 24th January 2025

Signed

A handwritten signature in black ink that reads 'Alex Morrison'.

Alex Morrison
Joint Managing Director
Date: 24th January 2025