



**FAIRCLOTH CONSTRUCTION LTD**

**CORPORATE, SOCIAL AND ENVIRONMENTAL RESPONSIBILITY POLICY**

<b>Revision</b>	<b>Date</b>	<b>Approved By</b>
<b>1</b>	<b>July 2014</b>	<b>DF</b>
<b>2</b>	<b>23/07/2015</b>	<b>DF</b>

**CORPORATE, SOCIAL AND ENVIRONMENTAL RESPONSIBILITY**

The Faircloth Group recognize the importance of Corporate & Social Responsibility (“CSR”) incorporating transparency, fairness, accountability and integrity and believe that these principles are fundamental to the Group’s operations.

**CONSTRUCTION FOR EMERGING MARKETS**

At Faircloth we believe that our reputation as an ethical, trustworthy provider of construction services within Commercial, Retail and Industrial sectors is essential to our core purpose of helping our clients to build their financial security. We seek to establish and maintain long term relationships with our clients and intermediaries. We believe this to be a fundamental pre-requisite for growth of our business.

**EMPLOYEES**

Faircloth directly employs approximately 25 staff with a further contracted site staff of approximately 30. Our people have always been our most important asset, at the heart of everything we do. We have many talented people and it remains a priority for us to develop, manage and retain this talent in order to deliver our potential as an organization. We want to be an employer who the most talented people aspire to join wherever we operate.

We seek to ensure that our workforce reflects, as far as practicable, the diversity of the many communities in which we are located. We also recognize the diverse needs of our employees in managing the

responsibilities of their work and personal lives, and believe that achieving an effective balance in these areas is beneficial to both the Company and the individual.

## **ENVIRONMENT**

Faircloth has adopted Environmental principles within design and construction works, working directly with Client and Architects to achieve high standard of construction. Trading within the Construction sector we as a business are working towards minimizing the carbon footprint of our operations. The Faircloth Group continues to promote energy efficiency and the avoidance of waste throughout its operations and a number of initiatives, such as the recycling of paper, glass and other waste and the use of 'green' energy, are encouraged.

## **FAIRCLOTH'S ENVIRONMENTAL AIMS**

- Set continuous improvement targets by which our performance can be measured, demonstrated and publicly reported
- Identify opportunities and take action where practicable to improve sustainability and to meet legal obligations
- Identify and mitigate adverse impacts and risks
- Embed sustainability policy and practice into all of our management systems for operating, maintaining, renewing and enhancing our construction methods, including standards, processes, procedures and assurance
- Provide the right level of advice, awareness and competency to our people and to our employees

For the Faircloth Group environmental sustainability is about achieving more with less use of resources, reducing our climate change impact, and protecting and, where possible, enhancing our heritage and our natural surroundings.

## **FAIRCLOTH'S ENVIRONMENTAL STRATEGY**

### **Goal:**

To achieve sustainable consumption and production

### **Target:**

- To reduce waste, in terms of materials, water and land
- To increase the use of sustainable materials

### **Goal:**

To improve energy efficiency and reduce the reliance on fossil fuels in running our Construction sites, transport to and from site.

### **Target:**

- To encourage modal shift from less efficient forms of transport
- To improve the energy efficiency of running a construction site
- To improve the energy efficiency of our activities and reduce our reliance on fossil fuels

Goal:

- To protect natural resources • to reduce the risk of impact on air quality and the natural environment

Target:

- To protect our heritage and natural habitats and seek opportunities to enhance them where reasonably possible.

**FAIRCLOTH'S ENVIRONMENTAL REVIEW**

At Faircloth our targets and aims are reviewed through internal discussion to revise and adjust to the ever changing environmental landscape within the built environment. Every effort is made to encourage the use of green technologies and sustainable materials within our sites and to underline the significance of this to prospective clients and appointed sub-contractors upon our sites.

**David Faircloth**  
**Director**