

Our Corporate Social Responsibility Principles

Create Construction is managed with integrity and consistency. The Directors support and are committed to high standards of corporate governance.

Create recognises that acting in a responsible manner is integral to the way we do business. Achieving our mission of 'meeting the needs of today, without compromising the needs of tomorrow', requires us to adopt high standards of corporate governance and responsibility.

Aims

To reduce the negative and increase the positive impacts of Create Construction's activities on all stakeholders, including the communities in which we operate.

Key stakeholder groups include employees, clients, supply chain, the community and those representing the environment.

We will review our policies and objectives on an annual basis and these will at least meet the legal requirements in relation to sustainable development, diversity, health & safety and the environment.

We will engage our supply chain in our CSR agenda and set annual targets in their impact areas.

Workplace

We will maintain a strong training and development programme for all employees, including CSCS accreditation and IOSH Managing Safely training for all site based staff.

We are advocates of Talent Management and we will support and develop our staff, to ensure career progression and employee retention.

We will ensure safe sites for all employees and sub-contractors, including targets for improvement of occurrences of RIDDOR and minor injuries.

We will maintain strong communication with employees through monthly 1 to 2 meetings and twice annually strategic planning meetings.

We will measure our success through the following mechanisms:

- Staff turnover
- Occurrences of RIDDOR and minor injuries
- Staff absence

Marketplace

We are customer focused and we pride ourselves on developing and retaining relationships with clients.

We will measure our success through the following mechanisms:

- KPI's and 360 ° Feedback
- Increased Turnover year on year
- Increased levels of repeat business

Environment

We are committed to devoting efforts towards to the conservation of energy and natural resources, as well as reduction of waste and emissions at both business operation and individual levels.

We have a duty of care towards our neighbours, clients and other stakeholders and we will ensure that we maintain standards on our sites and in our office premises, meeting all the relevant approved or industry codes of practice.

We target the following areas:

- Sustainable Design Solutions
- Nil to Landfill
- Sustainable & Ethical Procurement
- Improve Stakeholder Wellbeing
- Reduction of our carbon footprint

We provide environmental training to all site based staff through our IOSH Managing Safely training scheme. We also intend to train a selection of staff in BREEAM in order to provide a consultancy service on our sites internally and to our clients externally.

We will measure our success through the following mechanisms:

- KPI targets for recycling
- Reducing waste to landfill
- Health & Safety Audits via Fox Robinson
- Reduction in our carbon footprint

Community

We play an active role in the community in which we build and our community engagement is focused on:

- Employing minimum 65% local trades and labour
- Engaging with the local community via site visits for students from local colleges
- Supporting local sports clubs through donations and sponsorship
- Supporting staff ambitions outside of the work environment

We will measure our success through the following mechanisms:

- Percentage of local trades and labour employed
- Number of educational site visits
- Donations and sponsorship undertaken
- Number of staff inspired community projects

Supply Chain

We will maintain our Corporate Social Responsibility policy via on-going dialogue with our supply chain, regarding health and safety and the environment. Our aim is, where possible, to only deal with suppliers and sub-contractors who are able to demonstrate their commitment to the environment through their own codes of practice.

We have a rigorous Pre-Qualification process for all suppliers and sub-contractors and we have a target in place for 100% of suppliers on our sites to be Pre-Qualified by end of August 2012.

We will measure our success through the following mechanisms:

- Percentage of suppliers and sub-contractors who are pre-qualified under our Pre-Qualification process.

If you wish to obtain a copy or would like to discuss our progress against our objectives, please telephone 01253 608999.

This policy is also available on our web site at www.createconstruction.co.uk