

BUSINESS SUSTAINABILITY POLICY



Purpose

This document is used to outline the targets & objectives of the business as a whole. Historically the business has grown by acquisition whilst retaining the flexibility to adapt itself within its traditional industry & marketplace.

Scope

The objective of Barrett Steel Limited is to develop & enhance the business to a level where targets for economic viability, social progress & environmental responsibility can be identified, achieved, & maintained. The creation, implementation & communication of this policy is the ultimate responsibility of the Group Management Board. With this overall objective in mind targets will be identified in the key areas of the Business.

Definition

Business sustainability & stability creates wealth & make people's lives better. But, in doing so they need to do so without compromising the health & wealth of future generations. That means businesses should not consume natural resources too quickly or create waste like plastic & carbon too quickly. The long-term goal is thriving societies & ecosystems. Long term employment for its workforce is a primary objective of the organisation, supported by the HR department there are initiatives & policies to support such.

Economic Growth & Prosperity

The Company aims to operate the business in an efficient & financially sustainable way to undertake contracts that satisfy customers & add value for stakeholders. With inward investment it aims to ensure the assets of the business provide a sound financial basis for ongoing operation & continued development.

To monitor this aspect of the company's performance we will: -

- a. Retain our accreditation to ISO 9001, BES6001, FORS, NHSS3b,1090.
- b. Set & achieve our annually budgeted turnover & profit targets.

Health & Safety Management

The company will foster the health & safety of employees & others by committing sufficient resources to its health & safety management system so that it can comply with current legislation & develop, apply & promote the 'best practice' of its business & industry.

The Company will: -

- a. Record, trend & actively work towards a reduction in the level of accidents resulting from its activities.
- b. Ensure that new legislation & best practice is applied promptly & effectively.
- c. Discuss the issue of Health & Safety with its key suppliers/sub-contractors & employees.
- d. Review the scope of the health & safety management system to include the changing nature of the business.

Environmental Management

The Company will aim to minimise its impact on the environment & its use of natural resources by introducing an environmental management plan.

The Company will: -

- a. Retain our accreditation to ISO 14001 & steadily increase the scope of the accreditation to include the growing nature of the business.
- b. Include an environmental assessment when considering operational, plant or site changes.
- c. Review the waste output across the Company with the aim of introducing a waste strategy.
- d. Dispose of all waste in accordance with current legislation.
- e. Assess the level of energy usage across the Company to identify areas where energy savings can be achieved & maintained.
- f. Meet its legal obligation to register with the Environment Agency & comply with the Carbon Reduction Commitment/Streamlined Carbon Reporting (CRC/SECR) legislation.

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- g. Limit carbon emissions by ensuring that high mileage drivers have a diesel, efficient car.
- h. Reduce its relative VOC emissions by the selection of suitable, low solvent products.
- i. Ensure that the best utilisation is achieved from its steel product & that all waste steel product is included in the recycling strategy.
- j. Consider the issue of sustainability with regards to its key suppliers/subcontractors.

Employee Opportunities

In line with the Company's goal of business sustainability it will seek to attract, develop & maintain excellent employees.

To achieve this the Company will: -

- a. Operate a fair recruitment, promotion & development program that adheres to its own equal opportunities policy.
- b. Conduct regular training reviews to identify the needs of the Company & its employees to meet ongoing requirements, to adhere to current legislation & to lead the strategic development of the company.
- c. Monitor & evaluate the training activity & suitably resource.

To monitor the success of this policy the company will: -

- a. Monitor & aim to maintain its employee turnover rates at a level appropriate to a company of its size & industry.
- b. Monitor & aim to minimise employee absence levels.

Community Involvement & Company Ethics

The Company will, where appropriate, support local charitable, educational & cultural causes through financial donations.

We will monitor the success of our interface with the local community by: -

- a. Responding to & addressing complaints from local residents regarding the activities of this company & its employees on & off the site with the aim of reducing such complaints
- b. Respond promptly to complaints about any employee concerning their ethical business conduct with the aim of eliminating such complaints.

Knowledge Communication

The Company will engage stakeholders & third parties at stages through its progress towards developing & implementing its Sustainability Policy.

The Company is willing to share the information it has gathered on sustainability with others who wish to develop a similar strategy. We will be open & active in our communications to help others, connected with any business activities or generally within the steel industry, to adopt a sustainability policy.

Andrew Warcup

Andrew Warcup
Chief Executive Officer
December 2023

Issued	Dec-2022	Last Review Date	Dec-2023
Author	Sharon L Smith	Next Review Date	Dec-2024