

# 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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# BUSINESS SUSTAINABILITY POLICY



- h. Limit carbon emissions by ensuring that high mileage drivers have a diesel, efficient car.
- i. Reduce its relative VOC emissions by the selection of suitable, low solvent products.
- j. Ensure that the best utilisation is achieved from its steel product & that all waste steel product is included in the recycling strategy.
- k. 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.

James Barrett  
Group Managing Director  
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