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# Sustainability Policy Statement

## MSP 01j

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## Sustainability Policy Statement

Suttle Projects Ltd is committed to maintaining a strong understanding of all aspects of sustainability. We seek to engage both internally & externally with individuals and organisations to iterate our business practices to achieve the most sustainable solutions. In response to issues we encounter we seek to;

- i. Minimise waste by promoting, reducing, reusing & recycling where possible.
- ii. Reduce our carbon footprint by deploying, and supporting with infrastructure, hybrid / electric vehicle options as company cars to office employees, and electric vans as options when practical for our site teams.
- iii. Make our supporting infrastructure of quarries, recycling centres and offices progress in the direction of carbon neutrality with early take up of renewable energy sources.
- iv. Likewise improve our operational remote sites through use of renewables in powering plant and welfare provisions.
- v. Avoid physical travel to meetings where alternatives such as telephone, teleconferencing or video conferencing can be used effectively. Therefore, we aim to also improve time efficiency within the business.
- vi. Account for and utilise the Themes, Outcomes, and Measurement approach from the National Social Value Conference 2017.
- vii. Also identify our social responsibility on a project-by-project basis, (both legislative and local), to minimise or remove potential social issues such as nuisance before commencement of our projects.
- viii. Actively and wholeheartedly support volunteering and charitable ventures proposed by employees, local bodies we encounter, and colleagues from other organisations.
- ix. Monitor & improve the ongoing health, safety and wellbeing of our employees and others who encounter our operations.

- x. Provide for a fair, inclusive and respectful working environment for all. This is reinforced by our commitment to the Supply Chain Sustainability School 'FIR' initiative.
- xi. Create and maintain a safe, collaborative & healthy (both physical & mental) working environment. Such a commitment is reinforced by;
  - a. The creation and execution of 'Suttles Setting Standards'; an internally created and run campaign targeting behavioural safety. This also offers an opportunity for feedback between all levels of the company.
  - b. Use of an approved supplier of medical assessments to identify any physical issues with staff members undertaken upon commencement of employment and repeated at appropriate intervals.
  - c. The training of staff as mental health first aiders, to identify & assist colleagues who may be struggling with these debilitating issues.
- xii. Give a commitment by the company that every employee, regardless of role or responsibility, is to be able to engage with community & client stakeholders. This will help to ensure a better understanding of what we as part of the construction industry are trying to achieve.
- xiii. Ingrain a business culture conducted with the utmost integrity and high standards of ethical practice.
- xiv. Develop strong relationships with our clients and attempt to surpass their expectations in the following areas;
  - a. Value – We will seek to engage in early contractor involvement with our clients to assist with defining work scopes and methodologies to value engineer the most cost-effective solutions.
  - b. Programme – We will give realistic programme durations to our clients. We will assist in accelerating the programme when necessary and will mitigate delay whenever possible.

- c. Innovation – We will innovate in attempt to improve project delivery and to make otherwise difficult projects easier to deliver.
- xv. Also, in addition to the listed commitments, make the following commitment to individuals employed;
  - a. Wages will be paid on a consistent basis, on time and clarity will be given to any who ask as to when payments will be made.
  - b. Wages will be awarded on a fair basis and reviewed on a regular basis in line with or beyond statutory and living wage requirements.
  - c. A pension contribution will be made to each employee in line or beyond statutory requirements.
  - d. Suttle Projects Ltd aims to cater for the welfare needs of its employees including, but not limited to, transport & fuel to and from work, Personal Protective Equipment in line or beyond statutory requirements, training to CPCS competence or equivalent, suitable welfare provisions & additional provisions for changing environments,
  - e. Do our utmost to create engaged employees.
- xvi. Work with our supply chain to resource the most sustainable options and not simply award work on a lowest capital cost basis but also consider the maintenance costs, (if applicable), and the environmental & social impact of any selected option.
- xvii. To embody the following principals within any Environmental Sustainability Management Plan created for a project;
  - A. Being a caring neighbour.
  - B. Connecting communities with the environment.
  - C. Creating positive industry partnerships.
  - D. Inspiring tomorrow's workforce.

- E. Keeping communities safe.
- F. Making rail a great experience.
- G. Making travel a better experience.
- H. Respecting cultural history and rail heritage.
- I. Supporting Britain's economic development.

## Summary

The Suttle Projects' Management System interprets, and where possible exceeds, the requirements of legislation, and the client, in respect to the environment.

The Suttle Projects' Management System interprets, and where possible exceeds, the requirements of legislation, and the client, with regard to the social wellbeing of all staff and those organisations that work with us.

The Suttle Projects' board of directors will create a business culture that will maintain and promote working with the utmost standard of integrity and ethics.

This policy and its associated procedures will be formally reviewed annually or as a result of changes in legislation, scope or performance.

Signed:

A handwritten signature in dark ink, appearing to be 'J Paine', written over a horizontal line.

J Paine, Managing Director

Dated: 19<sup>th</sup> January 2025

Date of next review: Jan 2026