

## OUR CORPORATE RESPONSIBILITIES & VALUES

### Business Scope

Provision of Civil, Electrical and Mechanical Services to the Commercial, Industrial and Public Sectors, within the UK. These services are coordinated through a head office complex and delivered in the field via skilled and trained operators. The laying of Asphalt Mixes by hand and machine in accordance with National Highways Sector Scheme 16.

### General Statement of Intent

Absolute commitment to Corporate Social Responsibility is integral to all that we do throughout Northavon Group Limited; it shapes how we conduct ourselves and interact with all who come into contact with us whether customers, employees, stakeholders, partners, supply chain partners, government bodies, the general public. Our overwhelming desire to deliver service excellence and class leading value for money in a safe, ethical and sustainable manner is the key to our success and underpins the behaviour of the entire Northavon Group team. Specifically:

- Safeguarding the health, safety and welfare of all who may be affected by our activities pervades every aspect of our business and we have no higher priority. Health & Safety and profit are not in conflict; *Good Health & Safety = Good Business*
- We care deeply about the world in which we live and do our best to minimise the environmental impacts of our activities and to seek, design and promote solutions which optimise sustainable sourcing and efficient operation.
- Complying absolutely with the “law of the land” and fulfilling our statutory obligations without exception.
- Showing courtesy and respect to everybody; treating all whom we encounter as we would wish to be treated. It has taken over 30 years to build our reputation and could take minutes to destroy it. *“Kindness = Repeat Business”*
- Rejecting all forms of discrimination on whatever grounds and ensuring that our policy of equal opportunity is applied consistently and without exception.
- Maintaining a full-time workforce which broadly reflects the ethnic and cultural makeup of the local communities in which we operate.
- Rejecting unethical, immoral practices including bribery or corruption in any form and dealing swiftly and decisively therewith if encountered. We are deeply committed to ethical procurement and reject the use of forced labour, child labour or other such unethical practices within our supply chain.
- Innovating tirelessly to discover solutions which “do more for less” in either initial investment or whole life cost and optimise sustainability. We thrive in “co---creation” with our customers and supply chain partners in the quest for better, cheaper, more sustainable alternatives through continual collaboration.
- Exploiting information technology to the full to promote collaboration with our customers and partners in order to maximise the “value---add” of working with us. Specific solutions include our cloud based systems and our AIM (Asset Information Modelling) architecture.
- Recognising that our achievements are a journey, not a destination and that we must continually adapt, innovate and improve. We have no place for complacency and see it as the “business killer” it is.
- Recognising training as an investment, not a cost, and ensuring that every member of the company has the skills, knowledge, training, experience and support to realise their full potential and achieve far more than they ever thought possible.
- Having fun, enjoying what we do and sharing this with our customers, partners and stakeholders.

***This policy is reviewed and revised at regular intervals, not less than annually, to ensure that it is relevant, up to date and fit for purpose.***

Signed:



**Mike Clancy**

**Group Managing Director**

**9 January 2023**