

Social Impact and Sustainability Policy Statement

Purpose

This policy outlines our Social Impact and Sustainability guiding principles for all those working for, and with Barhale, in creating a lasting legacy.

We aim to understand and deliver our customers' needs, support our communities and minimise disruption and environmental impact whilst creating opportunities for betterment. We endeavour to raise and influence industry standards and create tangible benefits in partnership with our stakeholders whilst complying with the law, codes of conduct and regulations.

Our approach to Social Impact and Sustainability aligns with existing and ever changing social, economic and environmental challenges - globally, nationally and regionally. Our principles are founded on our longstanding company values; legislation; government guidance and the Sustainable Development Goals (SDGs) – the global blueprint for sustainable development.

These principles are embedded within our policies and procedures, our culture and behaviours and enable the delivery of Social Impact and Sustainability throughout the organisation. At Barhale everyone is personally accountable for working in a socially responsible, ethical and sustainable manner and believe that each of us can make a difference.

Scope

As a socially responsible business we are wholly committed to delivering our work in accordance with our intrinsic values and the outward looking SDGs, to benefit People, Planet and Prosperity.

Our overall plan is driven through 5 themes - Governance, People, Community, Supply Chain and Environment.

Our Governance

Trust and **Communication** underpin our corporate Social Impact and Sustainability agenda, ensuring transparency and continuous improvement.

Our People

Caring about our people and their **Safety**; recognising their needs, ambitions and desire for a work / life balance **we will**

- ensure they return home safe every day
- help enhance physical and mental wellbeing
- observe our Source Train Retain people model
- promote an Equal, Diverse and Inclusive culture and workplace



Our Community

Taking **Pride** in our communities; helping them grow and prosper **we will**

- provide investment to attract and develop the next generation through Skills, Employment and Education (SEE) opportunities
- connect and build collaborative partnerships to better address and assist community needs, supporting local economies and engaging Voluntary, Community & Social Enterprises (VCSEs)
- provide employee volunteering hours for SEE and community initiatives



Our Supply Chain

Fostering **Teamspirit** within our supply chain; working together to do good **we will**

- diversify our supply chain with an emphasis on local and Small to Medium Enterprises (SMEs)
- work collaboratively to maximise positive impact
- ensure ethical working practices; tackling Modern Slavery and responsible sourcing
- endeavour to pay on time
- nurture innovation and new ventures



Our Environment

Treating our surroundings with **Integrity**; demonstrating **Quality** in our methods of working; safeguarding the world we live in **we will**

- deliver on our journey to Net Zero
- observe circular economy principles that consider the waste hierarchy,
- use of sustainable materials and innovative solutions that minimise waste
- futureproof through intelligent design and adoption of modern methods of construction (MMC)
- demonstrate environmental stewardship; protecting existing and enabling new habitats, helping to improve biodiversity and be nature positive



Governance, Reporting and Monitoring

Barhale holds several accreditations relating to health, safety, environment and wellbeing, all of which are drivers for our internal systems and practices and set the standard for our approach to Social Impact and Sustainability.

ISO 9001 – Quality Management	ISO 45001 – Occupational Health & Safety	ISO 14001 – Environmental Management
ISO 50001 – Energy Management	ISO 14064 – GHG Emissions	Investors in People – GOLD

We will be clear in our communication, working collaboratively with all our stakeholders on matters relating to Social Impact and Sustainability, outlining and embedding our principles and outputs through early engagement.

We will deliver through our processes and bespoke plans that recognise the needs of our clients, customers, communities and places.

We will regularly report our outcomes and share our findings to help drive sustainable decisions and performance.

At Barhale we are committed to leaving a lasting positive legacy on the communities and environment in which we operate and will regularly monitor and evaluate performance as a means to continuous improvement and a positive net gain.



Martin Brown
CEO
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