

Social Ethical Policy

The Bridges Social & Ethical Policy ensures that the company undertakes its activities in a socially, ethically and environmentally responsible manner. This includes the ethical treatment of employees, customers, associates, contractors, suppliers and the public. The Policy extends beyond the company's direct dealings with people to include the social impact of its activities.

The Managing Director, Matthew Bridges is responsible for the implementation of this Policy and compliance with the policy will be monitored by the SHEW Director, Steve Spencer. The policy objectives are regularly reviewed and are supported by other specific policies and procedures which are regularly audited by external bodies e.g. The Health & Safety Policy, The Equal Opportunities Policy and the Environmental Policy.

Policy objectives:

Bridges is committed to the principles of good corporate governance and to ensuring that its business is properly managed for the benefit of its stakeholders, including its managers and employees.

The company believes in honesty, integrity and professionalism in all aspects of its business.

Bribery and corruption are unacceptable practices. The company will not knowingly participate in money laundering practices and takes all reasonable precautions to guard against this.

The Company is committed to the development of Quality Management Systems throughout its business, as recognised by its ISO 9001 Accreditation.

Employees

The company strives to ensure that all employees are treated fairly and with respect and are appropriately rewarded. The company seeks to operate above the standards laid down by employment legislation and the 1998 Human Rights Act requirements, to implement an effective Equal Opportunities Policy and to acknowledge staff representation.

The company facilitates effective communication with and between its staff by various means including the use of information screens, staff presentations and meetings, and invites feedback through staff evaluation forms.

The company seeks to develop and train its employees to realise their full potential. The Company aims to ensure future succession and a supply of skilled management. All employees receive annual personal appraisal reviews which enable individual training needs to be identified.

Suppliers of Goods and Services

The company endeavours to deal with all suppliers of goods and services in an open and honest manner and with professional standards of respect and integrity.

The Development Process

Sourcing of Materials

The company encourages the procurement of materials produced in a manner that does not use child labour, nor any other form of forced or inhumane treatment, and from renewable/sustainable sources whenever practicable.

Construction

The company takes all reasonable measures to minimise the disruptive effect on the community from the construction process.

Sales and After Sales



The company strives to meet the reasonable expectations of its customers and to treat them with respect.

Health and Safety

Through its Health and Safety Policy, the company conducts its activities with due regard for the health, safety and welfare of its employees, contractors, clients, visitors and members of the public wherever the company's activities are carried out.

Community Engagement

The company, through its programme of local employment and training schemes aims to provide jobs and work experience for local people. The introduction of regional offices has resulted in an increase in local employment as staff are resourced locally and this also reduces our travel costs and emissions.

Charitable Donations

The company supports local charities by donation of redundant computer equipment, labour and materials as needs are identified.

The company does not make donations to political parties, organisations or their representatives.

This policy has been approved & authorised by:

Name: Rachael Kendall

Position: HR Manager

Date: 1st March 2024 - Reviewed – Pagination changes only

Next Review date: 1st March 2025

A handwritten signature in black ink that reads "Rachael Kendall". The signature is written in a cursive, slightly slanted style.

Signature: