

CORPORATE AND SOCIAL RESPONSIBILITY POLICY

Mission

Bridgford Interiors Ltd have identified that working in a professional manner is integral to the success of the business consequently we aspire to manage our social, ethical and environmental responsibilities by upholding the following principles:

- To treat employees fairly and equitably
- To operate ethically and with integrity
- To respect basic human rights
- To sustain the environment for the future
- To be a caring neighbour in our communities

Statements

- **Clients:** We will serve our clients with honesty integrity and professionalism and provide our services with care, skill, competence and diligence consistent with their best interests.
- **Standards of Practice:** We will provide our services in a manner consistent with the established and accepted standards of the profession and with the laws and regulations which govern its practise. We will avoid conduct that would be considered unethical.
- **Competition:** We will maintain our professional reputation by competing fairly with our competitors at all times”
- **Remuneration:** We will negotiate fairly and openly with clients in establishing a basis for compensation. We will charge fees and expenses that are commensurate with the services to be provided and the responsibilities and risks to be assumed. We will remunerate our staff fairly.
- **Public Welfare:** Midas will not tolerate racial, sexual or political discrimination. We will hold the health, safety and welfare of our staff and the public in the highest regard and will seek ways to continuously improve our performance in this arena.
- **Internal Support:** We will conduct ourselves in the interests of our clients, staff and the wider community. We will actively promote honest and ethical behaviour and will support and protect anyone who ‘whistle-blows’ within the business where illegal or unethical conduct is concerned.

To achieve this, we will commit to:

The Community - We will continue to support the communities in which we work and seek to behave with integrity through engaging in consultation and contributing to the economic and social well being of that area

- Participation in community projects
- Supporting local businesses, charities and the economies in which we work
- Operating in a way which does not affect the safety of those around us
- Working in Partnership with councils, planning authorities and regulatory bodies
- Respecting the diversity of communities in which we operate and being sensitive to local needs



The Workplace – The safety of our employees, contractors and visitors is a top priority in all of our workplaces. We will respect their views, provide a safe and healthy working environment and conduct business with integrity.

- By carrying out risk assessments to identify potential hazards, we aim to prevent accidents and injury from occurring.
- We will also strive to ensure compliance with legislation, be a good and ethical employer, attracting and retaining the best employees.
- It is the skills, knowledge and motivation of our people that creates the unique atmosphere and generates the business success that makes Bridgford Interiors Ltd such a great place to work.
- We will maintain a strong training and development programme for all employees, including CSCS accreditation and SMSTS Safety training for all site based management.
- Through our Health & safety Department we will ensure safe sites for all employees and suppliers, including targets for improvement of occurrences of RIDDOR and minor injuries.
- Investing and developing the skills and capabilities of the workforce through the Midas Academy and other mechanisms
- Understand the needs of our people by consulting regularly and acting on what we hear
- Remunerating our employees fairly
- Valuing the diversity of our people
- Complying with all relevant employment and Health & Safety Standards

The Environment – we take environmental issues seriously and have been addressing the impact of construction operations on the environment, and developing techniques to minimise their impacts. We will seek to minimise the environmental impacts of our activities on the surrounding environment and communities, minimise pollution and develop intelligent solutions to ensure continuous improvement in our environmental performance

- Fully committing to sustainable development and our Environmental Policy
- Complying with further relevant environmental legislation and standards
- Encouraging the efficient use of resources and reduce emission of carbon dioxide wherever we can
- Seeking alternative solutions which encourage sustainable construction and more efficient waste management

The Marketplace – Consider the impact of the goods and services the company purchases and produces on the marketplace and ensure that our business is seen as having a high standard of behaviour. We will conduct all aspects of our business to a high ethical standard, demonstrating honesty and integrity as well as complying with applicable laws and regulations. We will communicate as well as demonstrate to our customers and suppliers, our commitment to the principles of corporate social, ethical and environmental issues.

We will listen to the views of our customers, exceed expectations and respond to market requirements and competitive pressures:

- Exceeding our customers expectations and meeting the challenges placed on us to deliver against contracts
- Placing safety & sustainability at the heart of our business and customer objectives
- Respecting diversity and considering the needs of users with special needs
- Forging long term and mutually beneficial relationships with our customers
- Establishing a delivery model which integrates design, procurement and construction effectively

We will work as an integrated team with our supply chain to provide safe and healthy working environments and pursue best practice:

- Providing safe and healthy working conditions for everyone working with us
- Working in partnership with our suppliers to ensure we are at the leading edge of construction techniques and products
- Seeking the views of suppliers and acting on what we hear
- Engaging our suppliers in our standards and policies
- Managing our supply chain better to increase efficiencies, reduce waste and enhance profitability

A handwritten signature in black ink, appearing to read "Paul Cockle".

Paul Cockle
Managing Director
January 2020