



Statement of Policy

B. & M. McHugh have always understood the need to be a good corporate citizen. It is not only a moral obligation but in a group that has always strived to build long-term relationships with its stakeholders, it is good for business and contributing to a sustainable and equitable future. To paraphrase Brundtland, sustainability is the ability to meet the needs of the present without compromising the ability of future generations to meet their own needs.

B. & M. McHugh believe that sustainability and corporate responsibility are intricately linked.

We recognise our obligations to all who have a stake in our success – shareholders, employees, customers, suppliers and wider society – and seek to keep our responsibilities to them in balance. We aim to generate a sustainable return to our shareholders on a long-term basis. We are committed to engaging with all our stakeholders in an open, honest and straightforward way and to promoting responsible business practices throughout the group.

Achieving this Policy

Our Corporate Responsibility and Sustainability principles are based on the three pillars of Sustainability (Economic, Social & Environmental) and industry best practices covering the following areas:

- Marketplace
- Workplace
- Environment
- Community
- Transport

Marketplace

Our mission is to understand our clients' business needs and deliver them in a way that delights those clients.

We provide products and services of good value, consistent quality, reliability and safety. We operate an Integrated Management System accredited to the requirements of ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018.

We develop and deliver products and services that help our clients and us to reduce our impact on the environment, both during the delivery and life cycle phases of the assets. Where possible to offer the client's alternative local and sustainable materials to specified non-local and non-sustainable materials.

We always promote our services and ourselves ethically according to our Ethics guidance note (BMH/GN/KP2/10).

We recognise the importance of our supply chain and develop secure long-term relationships with our suppliers and subcontractors based upon mutual trust. We undertake to pay them on time and according to agreed terms. Our purchasing power is used in accordance with our ethics guidance and will not be used unscrupulously.

Where possible we procure goods and services locally. Promoting sustainable and ethical procurement. Providing work opportunities for local small, medium, micro-sized businesses and social enterprise.

Workplace

We recognise that our employees are our most important asset. Their commitment to our core values enables us to achieve our goals and build our reputation. As such we are committed to paying our employees a living wage.



We seek to recruit and retain good people that reflect the diversity of the communities in which we operate, to give equal opportunities to all our staff, and to provide the training and development to help them have fulfilling and rewarding careers. We operate with an Equal Opportunities and Diversity policy (BMH/POL/010) to help us achieve this. We work with local council skill boards and others to give employment opportunities to the less privileged.

We are committed to developing the skills of our workforce and to the employment of local staff in the area of operation. As members of the 5% club, we commitment to 5% of our workforce being enrolled on formalised apprentice, sponsored student and/or graduate development schemes.

The health and safety of our employees and all those that we encounter is of paramount importance. We recognise that our responsibility extends beyond construction sites and have adopted policies to manage and minimise occupational road risk and improve wellbeing of all staff.

We involve employees in continuously improving their own work methods and environment and those of the group.

We have a strategy of regular communication with employees that enables them to contribute to policies and strategies (BMH/PLAN/008 Social Value Strategy) and helps them to understand the importance of their roles to the organisation. We believe that this is vital for the success of the business.

Environment

The company recognises the fundamental importance of understanding the full impact of its activities on the environment and is committed to improving that impact through its Environmental policy (BMH/POL/002). We identify and evaluate the environmental aspects and impacts generated by our activities and we implement control measures compatible and reasonable.

Our most significant contribution to the environment is through continually improving our efficiency both on site and in our offices and reducing the amount of waste generated. Where we do generate waste, we look to the hierarchy of waste management to reduce our impacts.

We promote the use of sustainable building materials and construction methods. All our wood is purchased from suppliers certified for sourcing FSC, PEFC or other UK government timber. We are committed to eliminate the avoidable plastic waste and work towards a zero avoidable Single Use Plastics across our own operations and services

As a company we aim to become carbon neutral. We monitor our carbon emissions and seek methods to reduce or offset it. We review all aspects of the business to continually improve our sustainability performance.

Where possible we look for ways to promote green and blue space and increasing biodiversity net gain in our company activities as we recognition of the social value this brings. We look for ways to conserve water and protect natural resources.

Community

B. & M. McHugh is proud that our work, both in the public and private sectors, enhances the communities in which we operate. We maintain a local presence through offices close to our clients and the communities that provide our staff and supply chain. We support the local employment of trades and labour. We recognise the benefit that our profitability brings to the community in terms of employment, training, skills and wealth creation.



We donate various amounts to charitable causes each year. Our focus is on charities that support the underprivileged and medical research.

We support employee involvement in fundraising for charities and voluntary work, recognising both the benefit to the community and to the employees themselves.

We aim to be a “Good Neighbour” by ensuring our projects keep disruption to the local community to a minimum.

Transport

B. & M. McHugh as a company continually looks for improvement. We use and encourage the use of eco-friendly vehicles and monitor fuel usage in addition to our CO² emissions.

We as a company are committed at looking at alternative fuel vehicles in order to reduce fuel usage and emissions.

Reporting and Transparency:

We are committed to transparency in our reporting on our CSR and sustainability performance with Board members, stakeholders, clients, employees. We follow recognised reporting frameworks, to ensure consistency and comparability of data. We set clear metrics and targets for our sustainability performance and report progress against these targets regularly.

Responsibility for this Policy

Managing Director is the Director responsible for the implementation of this policy, together with each Director and Manager within their own realm of responsibility.

Review of this Policy

This policy is subject to annual review to ensure that the management system is effective, consistently implemented and continually improved. All employees are encouraged to actively participate in the development and implementation of company policies and processes through feedback loops and dedicated forums.

James McHugh
Managing Director
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