



SUBCONTRACTOR STANDARDS POLICY

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1. Purpose

Dexacon Ltd is committed to delivering construction projects to the highest standards of safety, quality and professionalism. This policy sets out the minimum standards expected of all subcontractors engaged by Dexacon Ltd.

All subcontractors are expected to work in a manner that reflects the values and reputation of Dexacon Ltd and to comply with all contractual obligations, legal requirements and company policies.

2. Scope

This policy applies to all subcontractors, specialist contractors, labour-only subcontractors, consultants and self-employed individuals engaged by Dexacon Ltd on any project.

3. Professional Standards

Subcontractors shall:

- **Perform all work with reasonable skill, care and diligence.**
- **Carry out work in accordance with recognised industry standards and best practice.**
- **Protect the reputation of Dexacon Ltd through professional conduct.**
 - **Maintain a clean, organised and safe working area.**

- Cooperate fully with Dexacon Ltd, clients and other contractors.
 - Follow all lawful instructions issued by authorised Dexacon Ltd representatives.
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4. Competence

Before commencing work, subcontractors must provide evidence of competence where requested, including:

- Relevant qualifications or trade certifications.
- CSCS or other appropriate competency cards where applicable.
 - Public Liability Insurance.
- Employers' Liability Insurance where legally required.
- UTR number and CIS registration where applicable.
 - Right to work documentation where required.
- Any licences or certifications relevant to the work.

Subcontractors must ensure that only competent persons carry out work on behalf of their business.

5. Health and Safety

Subcontractors must:

- Comply with all health and safety legislation.
- Follow Dexacon Ltd Health & Safety policies and site rules.
- Read and comply with relevant Risk Assessments and Method Statements (RAMS).
 - Wear appropriate Personal Protective Equipment (PPE).
- Report hazards, accidents, incidents and near misses immediately.
- Stop work if they identify a serious and immediate risk to health or safety.

No work should proceed where it cannot be carried out safely.

6. Quality Standards

Subcontractors are expected to:

- Deliver workmanship to a high professional standard.
- Follow project drawings, specifications and instructions.
 - Use approved materials and products.
 - Protect completed work from damage.

- Promptly rectify defects within their scope of work.
 - Cooperate with inspections and quality checks.
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7. Attendance and Timekeeping

Subcontractors must:

- Attend site at the agreed times.
 - Notify Dexacon Ltd promptly if they are unable to attend.
 - Maintain sufficient labour resources to meet agreed programme requirements where applicable.
 - Inform Dexacon Ltd immediately of any circumstance likely to delay the works.
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8. Conduct on Site

All subcontractors are expected to:

- Treat clients, residents, colleagues and members of the public with courtesy and respect.
 - Wear suitable work clothing and PPE.
 - Maintain professional behaviour at all times.
 - Keep sites clean and tidy.
 - Respect neighbouring properties and minimise disruption.
 - Refrain from offensive language, harassment, bullying or aggressive behaviour.
 - Comply with site security arrangements.
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9. Environmental Responsibilities

Subcontractors shall:

- Minimise waste wherever reasonably practicable.
 - Segregate waste where instructed.
 - Prevent pollution.
 - Store materials responsibly.
 - Dispose of waste through authorised arrangements.
 - Avoid unnecessary damage to the environment.
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10. Tools, Plant and Equipment

Subcontractors are responsible for ensuring that:

- Their tools and equipment are suitable for the work.
 - Equipment is maintained in a safe condition.
 - Electrical equipment has appropriate inspection or testing where required.
 - Defective equipment is removed from service immediately.
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11. Communication

Subcontractors must:

- Maintain clear and timely communication with Dexacon Ltd.
 - Notify management promptly of any issue affecting safety, quality, programme or cost.
 - Obtain approval before undertaking additional work outside the agreed scope.
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12. Compliance

Subcontractors must comply with:

- Contract documents.
 - Site rules.
 - Company policies.
 - Applicable legislation.
 - Client requirements.
 - Relevant British Standards and recognised industry guidance where applicable.
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13. Performance Monitoring

Dexacon Ltd may monitor subcontractor performance based on:

- Health and safety compliance.
- Quality of workmanship.
- Reliability and attendance.
 - Communication.
 - Cooperation.
- Programme performance.
- Customer feedback.

- Professional conduct.

Performance may be considered when selecting subcontractors for future work.

14. Non-Compliance

Failure to comply with this policy may result in:

- Verbal or written warnings.
 - Removal from site.
 - Suspension of work.
- Rectification at the subcontractor's cost where appropriate and contractually agreed.
- Termination of the subcontract.
- Removal from Dexacon Ltd's approved subcontractor list.

Any action taken will be proportionate to the seriousness of the breach and in accordance with the relevant contractual arrangements.

15. Continuous Improvement

Dexacon Ltd believes that successful projects are achieved through strong partnerships built on trust, competence and professionalism.

We encourage our subcontractors to invest in training, maintain high standards of workmanship, embrace innovation and continually improve their performance.

By working together, we can deliver safe, high-quality construction projects that exceed client expectations and strengthen the reputation of everyone involved.

16. Acceptance

By accepting a subcontract, purchase order or instruction to commence work, subcontractors confirm that they have read, understood and agree to comply with this Subcontractor Standards Policy and all other applicable Dexacon Ltd policies and procedures.