



Corporate Social Responsibility (CSR) Policy

Introduction

Hinds Building Services is a responsible employer. As a result, the communities in which we work, and their livelihood and happiness are extremely important in underpinning corporate policy and job execution. To meet this commitment, we will seek to respect the rule of law, adopt appropriate standards, implement management systems which will ensure that we exemplify the highest standards of responsible behaviour.

Vision

To positively and proactively operate in a manner that is socially responsible as outlined in this policy

Respect for the local community and the value of the human

By way of our detailed processes, which include community feedback and awareness of projects, we hope to involve the community at every stage of the project. Keeping the community updated on start and expected completion times along with any potential challenges, including noise for a defined period of time, will ensure that each member of the community is able to manage their expectations throughout the building process. In addition, it will ensure that there are open channels of communication with this company.

Further, we accept that each human being operating in that community or using any access points, such as roads, will have differing needs. As far as possible, we will seek to take these needs into account in our planning phase which will ensure that the vast range of reasonable adjustments can be made.

Employees, Sub-contractors and other Workers

By way of our processes, which are clearly outlined in our Corporate Handbook and/or Supplier's Guide as is appropriate, we aim to show our respect for each worker in treating them fairly and without discrimination. This includes, but is not exclusive, to pay, as evidenced by our membership to the Living Wage Foundation. Through our weekly team meetings (or any meetings as are necessary to meet the business need) or annual appraisals, we recognise the role played by all employees and seek to reward them appropriately.

This includes a very strong commitment to our employees' health, safety and wellbeing, the provision of an inclusive and diverse working environment and the creation of a learning culture to ensure personal development, while equipping colleagues with the skills needed to maximise opportunities and enhance business development goals.

Supply Chain

As shown in our extensive guide to suppliers, along with unique payment terms for smaller contractors, we show our value of the supply chain. We also provide invoice support and training for smaller contractors to ensure that they can be paid on time. In our Supply Chain guide, we also indicate the values which our suppliers should hold, and we aim to ensure that all paperwork is completed in a timely manner.

Local Community Labour

Where possible, we also aim to hire individuals from within the local area which is served by the company. The Company supports the use of local labour and training of people for the construction industry. It improves the local community, addresses the skills shortages within the industry and most importantly, gives people assistance in finding meaningful employment.

We recognise the importance of, career in the construction industry either at trade or professional level. It supports the use of local labour and training of an experienced workforce for the construction industry. The Company is proud of its planned investment in providing employment opportunities, both during apprenticeship and continuing employment.

Other support for the Community

In addition to the above, we aim to support community groups with socially positive goals. In determining corporate sponsees, we will consider the impact of their activities on the community, skill set of the organisers to achieve the desired goals, the reach of the proposed activities, the range of activities offered across the year and financial viability of the activities. Addressing equality and diversity issues and imbalances will also be a primary consideration.

Apprenticeship Schemes

The company also seeks to provide the opportunities of practical training to young people wishing to pursue a career in construction via our apprenticeship programme. We hope to fully roll these out in the near future. This is emphasised by our support of the targets underpinning the 5% Club.

Environment and Waste

For more on how we operate socially in protecting the environment and managing waste, kindly visit <https://hindsbuilding.co.uk/corporate-policies> to read our Environmental and Waste Management Policy.

Accessibility

All information, which supports this policy, will be provided to clients is provided in an accessible format. Where relevant, clients can request alternate accessible formats.

Legal Compliance

Hinds Building Services will ensure compliance with all legislation, regulatory instruments, standards and internal policies, including this policy.

Management Team, Hinds Building Services

Last update: April 2020 (Updated Annually)