

Corporate Social Responsibility Policy

Watkin Jones Group acknowledges its social as well as financial accountability, and is firmly committed to the principles of corporate social responsibility.

As the business continues to grow, we will ensure that our actions and corporate policies reflect our commitment to economic, social and environmental sustainability.

We will also continue to recognise our responsibility to all stakeholders, which includes, employees, customers, subcontractors, suppliers and communities which may be impacted, either positively or negatively, by our business activities.

We will be open and honest in communicating Group information, and will maintain two-way dialogue with all stakeholder groups. Our contracts will clearly set out the agreed terms, conditions and the basis of our relationship.

People

We recognise that our success relies on a highly-skilled and motivated workforce and will continue to invest heavily in individually tailored personal and professional development training programmes through our award winning initiatives such as graduate placement schemes; scholarships; apprenticeships; management development programmes and construction skills certification schemes.

We will monitor training needs of our workforce on a regular basis and will produce an Annual Human Resources strategy to meet the future needs of the Group and its employees.

We pride ourselves on being a good and fair employer, providing good terms of employment, promoting health and wellbeing and ensuring vibrant, happy and safe working environments. Company Pension Scheme, Life Insurance, Medical Plans, Cycle to Work schemes, Gym Memberships and Company Bonus Scheme will continue to be made available to our staff.

Through our Human Resources Department, we will ensure that all staff are treated fairly and with respect in accordance with the WJG Equality and Diversity Policy and we will maintain clean and open lines of communication.

The Company strives for continual improvement and excellence in its health and safety procedures and aims to achieve a further reduction in the number of accidents and incidents. We will continue to take a positive approach to health and safety through our British Safety Council accredited H&S management system, involving; training programmes for all employees; enforcing rigorous and mandatory procedures; comprehensive risk assessments; regular systems audits and ongoing review of procedures.





The Environment

We recognise that many of the Group's activities, by their nature, impact on the Environment. We take our responsibilities in this regard seriously and are committed to taking actions which protect and enhance the environment at large and which mitigate against any possible adverse impacts both locally and globally.

Our procedures are designed to ensure that we comply with the requirements of relevant legislation and we will continue to adopt best practice wherever possible to promote the principles of sustainable construction.

We will continue to implement the Group's Environmental Policy, and will monitor and minimise waste in all forms across all sites through a range of disciplines and procedures.

Wherever possible we will employ local suppliers and contractors, thus reducing transport CO₂ emissions. Based in the findings of our comprehensive sustainability audit, we aim to build upon our strengths and implement measures to achieve further improvements in this area.

Communities

We strive to make a positive contribution to the communities in which we work, both economically and socially. We will engage in proactive community relations and seek to act as a good neighbour and citizen wherever the Group operates.

We will continue to invest in local community development through the Watkin Jones Community Fund which has been set up to support projects that aim to make a real difference to communities in which we work.

We shall support and actively encourage our employees to help local community organisations and activities.

The cooperation and involvement of employees at all levels is essential for the effective implementation of this policy.

Through our involvement in regional and national industry bodies, we will promote the values of corporate social responsibility across the construction sector.

This policy will be reviewed annually by the Board of Directors, and CSR related practices and procedures updated and improved on an ongoing basis.

Revised 2018

