



CORPORATE SOCIAL RESPONSIBILITY POLICY



INTRODUCTION

DHMS Civil's is the UK's a specialist building envelope contractor focusing solely on meeting the needs of the UK market. We believe in conducting business in a manner which achieves sustainable growth whilst demonstrating a high degree of social responsibility.

We recognise that fulfilling our moral, financial and legal obligations to both our internal and external stakeholders will bring significant and tangible benefits to the business. Our business operates within the framework of four Core Values:

- UNCOMPROMISING SAFETY
- METICULOUS EFFICIENCY
- DEPENDABLE TEAMWORK
- FOCUSED LEADERSHIP

DHMS Civil's aims to align its Core Values, Vision, Mission and business strategy with the social and economic needs of our stakeholders, whilst embedding responsible and ethical business policies and practices into everything we do.

Our improvement plans are focused on the following areas:

SOCIAL VALUE

- Employee Health & Wellbeing – promoting both physical and mental health
- Apprenticeship scheme – attracting new talent and future proofing our workforce
- Community engagement – supporting local organisations and charities

WASTE REDUCTION

Recognising our biggest impacts will allow us to identify where we should focus our efforts to reduce our consumption of resources. This is across our office, factory and project locations. We create “waste” in:

- Energy
- Water
- Material

We will work collaboratively with our supply chain where greater value can be realised.

RESPONSIBLE SOURCING

Labour – we aim to support efforts to reduce modern slavery in our industry

Material – we will work with our supply chain to offer sustainable options where appropriate

OFF-SITE CONSTRUCTION

DHMS Civil's are an ardent follower of the Offsite Management School, and actively promote Design for Manufacture and Assembly (DfMA). We look for opportunities to de-risk and construct as much as we can off site.

This Corporate Responsibility and Sustainability policy is endorsed by each Director of the Company and will be reviewed annually. The policy will be available to both internal and external stakeholders.

Executive Director, Construction



Chris Hindmarch

14/01/2023