

# CORPORATE SOCIAL RESPONSIBILITY POLICY

## General Statement

It is the aim of RJT Excavations Ltd to achieve clear and definite standards of ethical behaviour throughout all areas of our business. The Company take responsibility for creating wider benefits both within and around our business and endeavour to make our impact a positive one, which improves the lives of others and reduces the risk of harm to people and the environment we work in.

## Business Conduct

As a business, we focus on maintaining a strong and competent service, treating clients as mutual partners and working with sub-contractors, suppliers and our workforce fairly and ethically. The Company reputation dictates a high level of quality, robust management systems and safe working environments. It is our goal to safely complete all projects on time, within budget and to the required quality. We operate a quality management system that is fully compliant with BS EN ISO 9001:2015.

## Supply Chain Management

The Company only employ suppliers and sub-contractors whose ethics and values are aligned to that of our own. We will maintain strong working relationships and standards by consistently meeting agreed payment terms and evaluating services provided. Early novation of each project management team, suppliers and sub-contractors guarantees clients that we operate with a common goal and a shared vision from the onset.

## Client Satisfaction

Through planning, employing quality people, and a commitment to innovation and value engineering we understand, meet and exceed the needs and expectations of our clients.

## Safety, Health and Environment

We are committed to planning and executing all operations in a manner that safeguards the health, welfare and safety of all employees, supply chain, clients, the public and end users. The Company advocates a behavioural safety culture and worker engagement approach to safety, health and environment. A change in safety culture through training seminars results in every worker becoming responsible for safety, health and environment in the workplace. We will continue to work towards achieving zero accidents annually and encourage at all levels of the business to guarantee safety as our highest priority and strive to become an 'injury free workplace'

## Environmental Impact

The Company will continue to look at reducing the impact we have on the environment as a result of our operations. We maintain an innovative and a proactive attitude to general waste, energy reduction, and waste to landfill and annually decrease our carbon emissions and are accredited to ISO 14001:2015.

## Sustainability

The Company strives toward finding new opportunities to work with clients and specialists in the development of sustainable ideas or solutions within construction and management.

## Training and Development


The Company recognise that people are our most valuable asset and their performance is the key to the quality of service we provide. Through investing in our recruitment, training and development of employees we will retain the best possible talent. We adopt best practice in HR and training and aim to be an employer of choice within the industry we work in.

## Community Engagement

We are fully committed to adding value to the communities within which we work. We work with and alongside clients that are registered with Considerate Constructors and we strive to excel the required level of compliance with them. Being a good neighbour means we actively interact with community groups and support educational initiatives. We foster local business relationships through sourcing local labour, equipment and materials where possible and will continue to champion community engagement throughout the industry.

This policy is communicated to all interested parties as well as signed copy being made available to the wider community through publication on our Website and Company Noticeboard at Jedburgh office.

Authorised by:



GARRY YOUNG  
MANAGING DIRECTOR, RJT EXCAVATIONS LTD

**DATE APPROVED:** 21<sup>st</sup> APRIL 2023

**REVIEW DATE:** APRIL 2024

