

Corporate Responsibility & Sustainability

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Revision Table

| Revised on | Version # | Description | Approved by |
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| 31/10/22 | 3.0 | HP6-No Updates Initial Doc | Gary Anderson |
| 07/06/23 | 4.0 | Update Format | Ashley Barber |
| 22/10/2024 | 5.0 | No Update | Ashley Barber |
| 07/10/2025 | 6.0 | No Update / Re-issue | Ashley Barber |

Policy brief & purpose

Holmes Building Contractors Ltd recognises its corporate responsibilities to its clients, customers, suppliers and employees and is committed to conducting business in a manner which achieves sustainable growth whilst fulfilling legal and moral obligations.

We aim to achieve our business objectives and targets in a caring and responsible manner whilst recognising the economic and environmental impacts of our activities.

We are committed to ensuring that our business is conducted to the highest ethical and professional standards, taking into account national and local legislation.



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Scope

This policy applies to all staff employed by Holmes Building Contractors

Policy elements

Environment

We seek to minimise the environmental impact of our activities through the prevention of pollution, minimising waste, and good environmental management practices.

Reduce – Reuse – Recycle.

For further information refer to Holmes Building Contractors Ltd Environmental Management System, Aspects Register & Policy.

Health and Safety

We are committed to high standards of health and safety and recognise our duties and the benefits of providing safe working conditions. With our proactive approach we strive to achieve continuous improvement in health & safety performance.

For further information refer to Holmes Building Contractors Ltd Health Safety & Environmental Policy.

Transport

Holmes accepts that motor vehicles are responsible for significant emissions to the atmosphere and by reducing distances travelled; we can benefit the environment and the health of our staff and the general public.

Our policy is to plan works and deliveries to minimise unnecessary vehicle journeys whenever practical to do so.

Suppliers

We regard suppliers as our partners and work with them to achieve our goals in relation to the service we supply.

This includes ensure that our suppliers are not involved in modern slavery or human trafficking. Holmes are committed to working with our suppliers to understand where products are sourced and ensure that the principals of environmental sustainability are upheld.





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Customers / Clients

We recognise that our business and livelihood depends upon our customers and clients. All our employees are made aware of their responsibility for ensuring that contact and communication with the client / customer is professional and appropriate. We aim to ensure that our customers receive the highest level of quality service and would never compromise our position by getting involved in bribery or corruption.

Community

Wherever practical we use local suppliers and local labour to help boost the local economy. We communicate on a regular basis with local authorities to ensure we do not adversely effect or upset the local community through our activities

Employees

We provide equal opportunities to all employees.

We recognise that our reputation is dependant on the quality, effectiveness, and skills that our employees have.

We are committed to ensuring all employees are treated equally and fairly.

We specifically prohibit discrimination on the grounds of race, religion, sexual orientation, nationality, or ethnic origin.

We will check that all potential employees are eligible to work in this country and ensure we are employing in accordance with the Modern Slavery Act 2015

For further information refer to Holmes Building Contractors Equal Opportunities Policy





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Signed 

Garry Holmes (Director) Date 07/10/2025

Signed 

Neil Holmes (Director) Date 07/10/2025

Signed 

John Devany (Director) Date 07/10/2025

