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## **Sustainable Development Policy**

### **1. Overall Aim**

*This policy describes the framework within which Northern Steeplejacks Limited, hereafter referred to as the 'Company' will conduct its activities in order to contribute towards global pursuits of sustainable development. Sustainable development is about wealth creating, environmental protection and social justice.*

### **2. Scope**

*The policy applies to all operational and support services and activities of the Company. In addition, it:*

- 1. Describes how we aim to deliver and maximise sustainable development performance*
- 2. improvements.*
- 3. Is consistent with the United Kingdom's commitment to sustainable development.*
- 4. The policy will be reviewed and revised as necessary, at least annually.*

### **3. Key Policy Principles**

*To address these issues, the following principles will apply to the activities of the Company:*

- All employees will be treated fairly and equitably in accordance with existing Company policies and in line with Company core values.*
- The management of Health and Safety will be continually improved through the development and maintenance of a Health and Safety policy and appropriate management systems.*
- Investment in the training and development of employees will be sustained in accordance with the requirements of the Knowledge and Skills Framework – KSF.*
- Activities will be conducted ethically and with integrity in accordance with a code of business ethics.*
- Endeavours to sustain the environment for future generations will be governed by an environmental policy and an accredited environmental management system.*
- Purchasing activity on behalf of the Company will be conducted in accordance with the Company's Environmental Procurement Policy.*
- Sourcing from within local communities in a manner that is consistent both with EU rules and domestic policy governing public procurement, and with the achievement of sustainable development activities, will be actively promoted and encouraged.*
- Conserving energy, water, wood, paper and other resources – particularly those which are scarce or non-renewable – while still providing a safe and comfortable working environment.*
- Reducing waste through re-use and recycling and by using refurbished and recycled products and materials where such alternatives are available (provided they meet quality requirements and give value for money).*
- Monitoring discharges and emissions to air, land and water to assess what action is necessary to reduce pollution or the risk of pollution.*
- Encouraging manufacturers, suppliers and contractors through tighter specifications to develop environmentally preferable goods and services at competitive prices.*
- Ensuring that any products derived from natural sources (e.g. timbers) are from verified sustainable sources.*
- Communicating openly with staff about sustainable development policies and best practice and co-operating with others in the public and private sectors at home and abroad to develop and promote environmentally sound practices.*

### **4. Implementation**

*In implementing this policy, the Company will:*

*Review its systems to ensure the elements of sustainable development are incorporated as appropriate.  
Review current processes and procedures to take account of the requirements of Sustainable Development.  
Communicate our action plans and progress on a regular basis.*

*We ensure that our workforce is made fully aware of the Company's Sustainable Development Policy and all employees are encouraged to be pro-active in their approach to sustainable matters.*

**Signature ..... Lee Noon.....Date .....15<sup>th</sup> January 2025**

**Position .... Director.....**

### **Head Office:**

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