SUSTAINABILITY POLICY

DataCow recognises its responsibility to conduct business in a way that protects and improves the state of the society and environments in which we work for future generations. We understand that the long-term well-being of society, the well-being of our employees, the strength of the global economy, and the continuing success of our own business depend on our commitment to a sustainable company, economy and environment.

It is therefore our vision is to act as a a considerate contractor and ensure we give something back to the communities in which we work. We will always consider sustainable development in our procurement, design and supply chain decision making whilst minimising our carbon footprint and overall waste on all projects. We appreciate the business case for sustainability and will provide leadership to employees to enable them to understand and act on our sustainable values. We recognise the importance of employee satisfaction at all times and ensure that their wellbeing and safety is of an upmost priority.

We believe that to be a sustainable business we should actively pursue a business strategy that seeks to create value for the stakeholder as a business, entity, or being. We strive to provide a meaningful contribution to improve the lives and environments of those in which we work.

We understand that to be a truly sustainable business we must be profitable and that we must earn this profit through doing business in a responsible way. Profits are essential to support our sustainable growth which in turn secures jobs for our people and growth for the local and UK economy. Our profits also enable us to carry on delivering quality engineering projects that provide benefits to both private end users and the British public.

Community: DataCow + Community = A better community

Our vision is to leave lasting positive impacts on those communities through our charity work, education and employment opportunities. As a minimum we will always strive to reduce and mitigate any negative impact on the communities in which we work and utilise the ideas of our supply chain to improve the market place as a whole for economic sustainability.

Marketplace: DataCow + Marketplace = A better marketplace

We will share and learn from best practice and lessons learnt in the industry to encourage and promote growth ultimate of the construction and engineering industry as a whole. We will strive to deliver value for money for our clients so that they can in turn pass on this value to the end user and the British Public. We will pioneer innovative ideas and utilise the ideas of our supply chain to improve the market place as a whole for economic sustainability.

Workplace: DataCow + Workplace = A better workplace

We will recruit and develop talented employees with the aim to improve their skills as an individual and for the benefit to the economy as a whole. We will learn from their feedback to ensure we are always striving to achieve a better workplace for our people and to improve the working environment standards industry wide.

Environmental: DataCow + The environment = A better environment

We understand we have a unique opportunity to enhance the natural environments in which we work to create lasting positive benefits to the biodiversity and heritage of Britain's landscapes and wherever possible we commit to identifying opportunities for us to help improve the environment. As a minimum we will reduce negative environmental impacts through waste reduction, sustainable procurement and design.

Community

Objective

To leave a lasting positive impact on the communities in which we work

Strategic Vision

- Assessment of potential impacts to all stakeholders through our stakeholder engagement process
- Communicate with stakeholders and gain feedback to mitigate negative impacts and ensure lessons learnt.
- Engage with local schools and colleges for business education and enterprise programs alongside careers advice
- Engage with charities local to each project
- Provide employment opportunities for local workers
- Utilise our apprenticeship and NEET employment programme
- Improve utilisation of EAT SLEEP LOCAL philosophy
- Maintain the Living wage standard across the business

Marketplace

Objective

Building a responsible sustainable supply chain

Strategic Vision

- Suppliers and materials are procured and selected in line with our sustainable procurement policy

- Profitable business that employees and partners want to work for and with

- Use local SME's in the supply chain to provide, where they provide best value to the client.

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Objective

Ensuring value for money and satisfaction of our clients

Strategic Vision

- Seek continuous improvement through client feedback and lessons learnt sessions at both project and corporate level

- Use collaborative working methods to increase efficiency and reduce delays and commercial issues

- Ensure risk management creates and protects value for our clients.

SUSTAINABILITY POLICY

Workplace

Objective

Ensuring the motivation and engagement of our employees

Strategic Vision

- Regularly assess the satisfaction of employees using our staff satisfaction survey

- Make improvements across the business in light of the survey results

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Objective

Improve competency and skills of our employees

Strategic Vision

- Continue to use our plan on page to create individual personal development plans to grow and develop our people

- Ensure all staff meet the requirements of their competency framework

- Ensure access to further personal development, training and education for all employees

Objective

Promote and ensure an equal opportunities workplace and diversity

Strategic Vision

- Education and awareness of our equality and diversity in the workplace

- Monitoring of compliance to Equality and Diversity Policy

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SUSTAINABILITY POLICY

Objective

Ensure the safety and wellbeing of our staff

Strategic Vision

- Offer support and assistance when recognising signs of occupational stress and minimise such occurrences through our working environment and HR procedures

- Ensure a safe working environment through our behavioural safety programme

- Actively support and promote healthy living through our ACTIVE programme

- Utilise smart technologies to monitor wellbeing of our employees and improve safety performance.

Environment

Objective

Sustainable design and procurement

Strategic Vision

- All timber products to be Programme for the Endorsement of Forest Certification (PEFC) or Forestry Stewardship Council (FSC) certified

- Design and procurement processes adhere to our sustainable procurement policy

- Utilise local suppliers and locally sourced materials where this delivers best value to our clients

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Objective

Deliver sustainable projects

Strategic Vision

- Divert a minimum of 95% of non-hazardous waste from landfill

- Install sub-meters to accurately obtain water and electricity usage

- Implement nationwide waste timber collection through the Community Wood Recycling

- Create lasting positive benefits to the biodiversity and heritage of the local area

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Objective

Continuous environmental improvements across the business

Strategic Vision

- Improve education, awareness and training

- Year on year reduction in carbon emissions

- Measurement of performance against environmental KPI'

Delivering Our Sustainability Policy

Delivering our Sustainability Policy

It is essential that management and leadership communicate the strategic vision set out above. We understand that our strategic vision should be built upon and defined following engagement with relevant internal and external stakeholders. We will seek to understand their issues and drivers to ensure maximum benefit from sustainable practices. It is our leadership responsibility to promote our core values to ensure everyone works together towards our common aim. Leadership will ensure that the strategic vision and values are reflected in all operations and at all levels of the business. They will seek to do this by providing a culture in which sustainable issues are fully incorporated into our working practices. In order to do this sustainable practice will be embedded into all management and delivery processes across all departments in the business and suitable KPI's are set to ensure we are achieving our sustainable goals.

Identification of Issues and Stakeholders

It is important to identify all stakeholders to the project including client team, employees and the local community as well as wider reaching stakeholders such as the legacy of the project and environment. Stakeholder identification goes beyond just identifying large groups but includes identifying specific individuals where it is possible to ensure relationships are built and the strategic vision for sustainability reflects both individual and group issues.

Ongoing stakeholder engagement is intrinsic to sustainable development and leadership will ensure we provide ample opportunities for all stakeholders to express any views they might have regarding our behaviour as an organisation.

Effective engagement is dependent upon building trust with our stakeholders. It is therefore essential that we are transparent at all times and accurately record and communicate our performance against our sustainability objectives. Leadership are therefore required to provide a periodic report on our performance against these objectives.

SUSTAINABILITY POLICY

Resourcing for Sustainability

It is a leadership responsibility to allocate resources effectively in order to achieve our sustainability objectives. Resources are made available both in financial, human and IT resources.

Human

The board has committed to providing appropriate resource to deliver the sustainability strategy. Including environmental, safety and stakkeholder management employees. This team has the responsibility of identifying stakeholder issues and needs and delivering the strategic vision for sustainability. They will provide one point of contact for project teams, clients and other stakeholders and ensure regular communication and feedback to these parties.

This group provides a governance process that will assess and review progress against our KPI's. They are also responsible for producing an annual report that will be made public to stakeholders.

Information Technology

The leadership provides reporting tools derived from information entered into our enterprise system allowing the business and teams to assess their environmental impact. We have information on fuel purchase, utilities, waste disposed of and business mileage from our fleet of fuel efficient vehicles. Our on line diary system captures all business travel details whatever form of transport is used. We will use this information to benchmark ourselves within the industry and against our own internal KPIs.

Training and Competency

We understand the importance of providing suitable learning and development opportunities to employees to improve our sustainable performance. Sustainability training is included in our induction and covers the organisations vision and objectives for sustainable development. We also evaluate our employees on their personal development review against a set of competences which promote sustainable development and where an individual
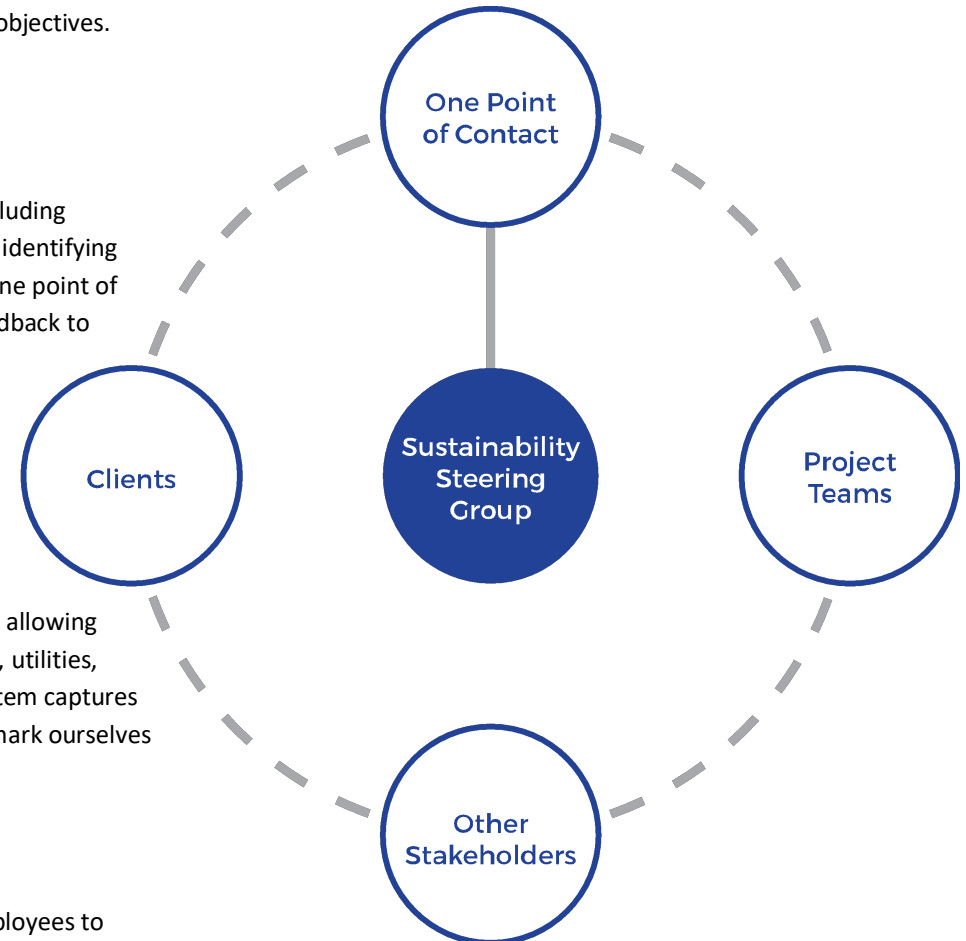
falls short of our standard we have a suite of learning and development opportunities from shadowing, mentoring and training courses to build competency in this area.

Risk Assessments and Opportunities

We will utilise our risk assessment process to assess any potential impacts both positive and negative which we may have on our stakeholders whilst working on a project and after the project has finished.

By sharing the results of this information with clients, employees and the community we are able work together to mitigate negative impacts and look for ways to work together to positively impact on the community.

Environmental impact surveys also provides information on methodologies that will be followed and licences which will be required in order to avoid unnecessary impacts on valuable habitats and protected species.

Performance Indicators

The leadership of the organisation has set out key performance indicators to measure our sustainability. These KPI's will be reported against in the sustainability audit document.

Continuous Improvement

It is vital that we regularly engage with our stakeholders to review our sustainability strategy and learn from both our mistakes and successes. It is our responsibility to regularly review our performance in line with our strategic vision. By carrying out this operational review we can ensure our objectives and targets continue to be relevant to our stakeholders, whilst ensuring resource allocation and training meets our objective requirements. To ensure sustainable development is driven from top level we include sustainable development objectives and targets in both business and annual board level KPI reports.

It is a senior management responsibility to share best practice of sustainability across the business as a whole. Our marketing team hold the responsibility of sharing this information through newsletters and internal communication media such as board briefings and blogs. Through sharing best practice on a regular basis we hope to improve our sustainability awareness across all projects.

Mr C Spencer, Executive Chairman

Date Signed: 1st April 2023
Next Review: 31st March 2024

Approved by the Executive Board of Directors

Date: 1st April 2023
Next Review: 31st March 2024