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Brims Construction Limited

Corporate Social Responsibility Policy

INTRODUCTION:

Brims recognises that a business doesn't exist in isolation and is simply a part of a wider social and economic community. As a successful business with excellent staff providing a quality service to a range of clients Brims recognises that success comes with an obligation to look at the needs of the communities around it, giving something back.

The company's relationships with customers, suppliers and the local community are all affected in different ways by the actions and decisions of the company and its business activities. The company also has its employees and those employed via sub-contracts who depend on Brims as Brims depend on them. The company's activities also have both direct and indirect impact on the environment with both local and global impact. This policy is intended to reflect how the company takes its corporate social responsibilities (CSR) seriously and how it will energise its staff and wider stakeholders to make a difference in the community it serves.

Brims recognises that whilst it is very successful in construction it is still a relatively young company and its commitment to CSR will need support and profile. It has therefore nominated one of its non-Executive Directors to lead on developing its social conscience.

Customers and Suppliers:

Customers : The relationship the company forges and manages with its customers and suppliers is the platform for its commercial success and long term future. For that success to flourish Brims will :-

- Be open and honest with its products and services, telling customers and suppliers what they want to know, including the steps needed to be socially responsible.
- Ensure all documents are clear and unambiguous to aid understanding and avoid conflict.
- Accept and admit that mistakes can be made and where these do occur be willing to put matters right, learn from the experience and be better/stronger as a result.

By this approach Brims expect they can improve the products and services on offer and improve their business.

Suppliers : Choosing suppliers carefully is an important part of the company's approach to CSR. Brims will always endeavour to use local suppliers as much as possible. This helps you support the local community, the local economy and helps reduce travel times and energy usage in deliveries. Brims will be fair and honest with all its suppliers, particularly smaller businesses that rely on its approach to contract conditions and performance ensuring that all bills and invoices are paid on time.

Work with the Local Community

Brims recognises that working with the local community will bring a wide range of benefits and rewards. The company will always be willing to consider helping support the communities where it undertakes its business, hoping where possible to leave a legacy particularly for young and vulnerable people. The company will :

- Form partnerships with local training providers that seek to help and support those who need it most particularly young unskilled people who struggle getting into their first job. The relationship with Building Futures East (BFE – a registered charity) has led to an understanding of how it can help youngsters find their way into beneficial employment. Brims plan to appoint one trainee every year from BFE or similar organisation.
- Consider positive ways in which the skills of its staff and the labour/materials employed in its work might be used to support local charities/events which build community resilience.
- Support one charity every year nominated by its local community/authority using staff events as well as a contribution from the company's own funds.

Staff Involvement and Development

Brims major asset is its staff and their health and welfare are critical to the organisation's success. The company's performance and development is inextricably tied up with that of its staff all of whom will have their own Personal Development Plan to help them mature and reach their full potential. Staff recruitment and retention will benefit from a positive relationship and respect between all in the workplace

As well as training the staff will be consulted on the organisation's culture and care and what initiatives are needed to help raise morale in the workplace. Staff will also be encouraged to support local community initiatives and in instance asked to lead on projects which will help them develop leadership skills.

The Environmental Impact of Brims

There are all sorts of ways in which Brims can reduce the environmental impact of the business. For example:

- creating recyclable products
- sourcing responsibly (eg using recycled materials and sustainable timber)
- minimising packaging
- buying locally to save fuel costs
- creating an efficient (and fuel-efficient) distribution network
- working with suppliers and distributors who take steps to minimise their environmental impact

- Energy efficiency measures, like switching off lights and equipment when they aren't needed and reducing the use of water .

The environmental impact of the business can be better understood by using environmental assessment techniques such as lifecycle assessment and setting up an environmental management system. Brims will invest in the development of systems and techniques to better manage the use of scarce/limited resources.

Brims recognises the potential business benefits from an environmentally sensitive policies as many customers prefer to buy from responsible companies.

The company's approach to CSR is complementary to its policies on Equal Opportunities and Training.