



The Ron Hull Group of Companies of which Ron Hull Demolition Ltd is part of, appreciates that demolition business activities impact directly and indirectly on the areas of society, community and environment in which we operate. We fundamentally recognise that in relation to corporate responsibility, we are required to soundly manage these impacts in a responsible manner.

We take our business responsibilities seriously, and endeavour to work as a team with our Clients and employees, in promoting overall social responsibility. Our caring team's values and conduct are vital in creating and sustaining long-term social awareness and improvements for all concerned.

With goodwill and support from our team partners, we will continue to develop our corporate responsibility policy. Through our dedication and effort in promoting the principles of social accountability, we intend to benefit and continually improve our workforce and the environment.

The purpose of this policy is to tangibly demonstrate to our Clients and workforce, our belief in corporate responsibility and the creation of wider benefits both within and around our business.

To ensure proper continuity and sound development of the business, The Ron Hull Group have established specific policies for Quality, Management Systems, Ethical Employment, Training & Development, Sustainability and the Environment. These policies are aimed at explaining and sustaining Ron Hull Demolition Ltd as a considerate, forward thinking employer.

Our Corporate Responsibility policy includes summary statements drawn from fuller policies on relevant topics, together with statements explaining our charitable and community based initiatives and commitments.

Additionally, we include a Sub-Contractor's Code of Conduct, which will help to ensure that our Supply Chain working in partnership with us will adhere to high business standards. Through the increasing use of procurement under partnering arrangements, our Clients require a commitment by all members of the Supply Chain to support Corporate Responsibility standards. We fully encourage our Supply Chain to endorse these standards.

Business Conduct

The Ron Hull Group aim to encourage and develop a sound and successful business predicated upon our founding values of fairness and integrity. We believe that by maintaining a strong, competent and selective demolition service we can focus on adding value to Projects for our Clients. In practice, this means that we can tailor our activities to suit particular Project requirements, and provide complete focus for successful delivery of our Projects.

We fundamentally believe that successful business can best be achieved through non-adversarial methods. In practice, this means treating our Clients as mutual partners, and our Sub-Contractors, Suppliers and workforce fairly and ethically. The trust established within the team enables everyone to contribute positively to the process, and deliver best value Projects.





To maintain and develop this business approach, we have acknowledged the need for business continuity planning i.e. ensuring that the essential functions of our business can always continue for the benefit of Clients, Suppliers and the Workforce.

Quality Management

In order to consistently achieve a high level of quality in all that we do, we operate a robust *Quality Management System* that delivers against the objectives of our company's *Quality Policy*. Our Management System fully conforms to BS EN ISO 9001:2000. In addition, this certified system now encompasses an Environmental Management System that conforms with the requirements of BS EN ISO 14001:2004. And we also have BS OHSAS 18001:2007.

The Ron Hull Group's goal of safely completing all projects on time, within budget and to the required quality can best be met through effective use of the *Quality Management System*. We believe that we can achieve the maximum degree of Client satisfaction by resourcing Projects with highly competent management, using dependable Control Systems.

Customer Satisfaction

As a Client-focused company, customer satisfaction remains key to our success. Our Chairman, Board of Directors and employees always consider attaining the highest possible level of Client satisfaction in everything we undertake as our most important goal. With an aim of meeting and even surpassing Client requirements, we seek to develop long-term relationships for the benefit of all.

Sub-Contractors and Suppliers

Members of the Ron Hull Group team involved on any Project, should be committed to our ethos for the delivery of quality. This team spirit should not be subdued by any other factors influencing the Project. We firmly believe that prompt payment of Sub-Contractors and Suppliers maintains secure, long-term relationships throughout our Supply Chain.

Equality

The Ron Hull Group are firmly committed to providing equal opportunities in employment, and avoiding any unlawful discrimination with Clients, subcontractors and suppliers. Our *Equal Opportunities Policy* is intended to assist in dealing with the day-to-day practicalities of this commitment.

Our policy states that no employee (or potential employee) will receive less favourable treatment due to race, colour, sexuality, ethnic or national origin, disability, religion, gender, marital status, or age. Understanding and compliance with our policy should ensure that employees do not accidentally commit acts of discrimination.





Training and Development

The Ron Hull Group places the highest emphasis on attracting, developing and retaining high calibre staff. A wide range of training initiatives are implemented in order to enhance the skills and knowledge of all employees. We recognise the importance of job satisfaction to each individual and strive to ensure that clear lines of communication are maintained, impediments to personal advancement are removed and recognition of achievement is acknowledged. The Management Structure of the Company is organised with these aspects in mind, engendering a true team approach. Self-improvement and career progression through the Company is actively encouraged.

To help all new starters understand the ethos of the Company and to smooth their integration into this friendly, successful organisation, an induction programme has been developed. This programme is aimed at giving each starter an appreciation of the Ron Hull Group organisation, and how their particular job fits within the overall company structure.

Continuous training and development for all employees, from clerical staff to directors, is provided. Comprehensive courses through the CITB scheme are organised for all members of the Project Management Teams. Over the many years Ron Hull Demolition Ltd have forged a strong link with the NFDC, to try and regulate and standardise the training we provide for our employees throughout all levels of the business.

Health & Safety

The Ron Hull Group has the highest regard for the well-being of all persons involved in its building activities, and others that may be affected by demolition works - including the general public. All company operations are conducted in accordance with current Health & Safety legislation, relevant Codes of Practice, extensive Ron Hull Demolition Ltd Health & Safety Working Procedures, and our *Health & Safety Policy*. The Ron Hull Group view is that all accidents can be prevented by adherence to our Policies and Procedures, and by everyone taking a positive and proactive approach towards Health & Safety.

Our Group Health & Safety manager responsible for managing the implementation of our Health & Safety Policy is Mr Robert Wright. As part of his duties he holds regular Safety Meetings in order to overview the Company's Health & Safety performance, and steer its future direction.

All personnel that attend site receive the following briefings:

- Initial Safety Induction
- Risk Assessment / Advice
- Tool Box talks





Whilst all our operatives hold a CSCS/CCDO card along with basic Demolition Safety and Asbestos Awareness Certificates and a CCNSG Safety Passport.

