

The management and personnel of BAPP Group of Companies are committed to building a sustainable company, which can be measured in economic terms but also accepts its responsibility towards environmental and social impact.

As with most companies we believe that the success of any business is dependent upon development that meets the needs of the present without compromising the ability of future generations to meet their own needs.

BAPP Group of Companies are committed to the following:-

- An Economic Performance with the aim to be a professional and profitable organisation using sustainable policies to achieve this.
- An Environmental Responsibility to minimise any negative impact on the environment and to keep to an absolute minimum any use of natural resources through adopting an Environmental Management System, effective Supply Chain Management and Waste Minimising Controls.
- A Social Responsibility by committing as much resource as required implementing an effective Health and Safety Management System.
- Providing adequate resources and training needed to continually improve the effectiveness of the various Management Systems.
- Working with our business partners in driving continuous performance improvements forward and where possible work with the local community to ensure minimal disruption.
- Ensuring the Business Systems are developed to meet the requirements of relevant standards as well as all applicable statutory and regulatory requirements.

## **ECONOMIC PERFORMANCE**

Key Actions are to: -

- Strive to generate sufficient profit to provide the platform for a stable and developing business.
- Have continuous investment within the company to ensure its continuous financial viability for the future.

Key Indications for Future Success Are: -

- Continued retention of BS EN ISO 9001 registration.
- Continued retention of National Highways Sector Scheme 3 registration.
- Continued retention of EN 14399-1 & EN 15048-1 registration.
- Continue to improve our service levels on existing and future contracts.
- Continue to meet our budgetary targets of turnover and profit.
- Look for continuous improvement in quality of supply chain.

## ENVIRONMENTAL RESPONSIBILITY

Key Actions are to: -

- Undertake environmental aspects and impact assessments.
- Implement a company vehicle policy, which promotes low emissions and minimises fuel usage.
- Minimise the amount of waste generated by recycling and reuse.
- Dispose of alt waste according to environmental regulations.
- Implement an Environmental Management System in line with BS EN ISO 14001.

Key Indications for Future Success Are: -

- Gain BS EN ISO 14001 registration.
- Improved fuel usage to mileage ratio.

## SOCIAL RESPONSIBILITY

Key Actions are to:

- Continually look to attract, develop and retain excellent people.
- Carry out annual assessments of competence, training development and performance.
- Be an equal opportunities employer, irrespective of race, colour marital status, disability, gender, sexual orientation, religion or belief.
- Regularly update employees on the company activities.
- Monitor and evaluate training activities and expenditure.

## REPORTING

BAPP Group of Companies will make known annually to all employees a report on the company's progress.

In fulfilling this Sustainability Policy the BAPP Group of Companies Senior Management recognizes the importance of its suppliers and will work with them to improve the ability to meet this policy by what or the way they provide their services.

The success of this policy is monitored, controlled and improved through element of the Business System such as internal audits, management reviews, corrective I preventive actions, training and supervision.

Responsibility for this policy lies ultimately with the BAPP Group of Companies Chairman Dean Cook. However implementation and maintenance of the policy is the responsibility of every Director, Manager, Supervisor and Employee.

This policy will be reviewed at least 12 months after date of issue.

SIGNED:



DATE: 8th January 2024

Dean G Cook - BAPP Group of Companies Chairman