

# Sustainability policy

## Purpose

Adroit Utilities Limited are committed to promoting sustainable development and understand that we have a responsibility to minimise our impact on society and the natural environment. Concern for the environment and promoting a broader sustainability agenda are integral to the business’s professional activities and the management of the organisation.

We will comply with, and exceed where practicable, all applicable environmental, and health and safety legislation, regulations, and codes of practice. We will work closely with our customers, employees, sub-contractors and suppliers to follow and to promote good sustainability practice, to reduce the environmental impacts of all our activities and to help others to do the same.

In 2015, the United Nations General Assembly adopted the 2030 Agenda for Sustainable Development, along with a set of 17 United Nations (UN) Sustainable Development Goals (SDGs) which provide a shared blueprint for peace and prosperity for people and planet, now and in the future.

Adroit Utilities are committed to the below to help achieve these SDG’s:

- **Customers:** We are honest and fair with our customers and will compete fairly for business. We strive to exceed Customer/Client expectations and to deliver a good quality product on time, safely and with due regard to the environment.
- **Community:** By its very nature, our construction activities may have an impact upon the local environment, end users and the wider community. We will ensure work is planned effectively minimising negative impacts wherever possible.
- **Our employees:** We aim to create a safe and inspiring workplace environment for all our employees enabling them to develop and contribute to the growth of our business. The commitments are as follows:
  - Health and safety is our top priority. We are committed to continually improving the health and safety of our employees, subcontractors and those affected by our activities.
  - We provide an inclusive working environment where everyone feels valued and respected. We are committed to equal opportunities, and ensuring that we do not discriminate against anyone on the grounds of gender, race, colour, ethnicity, religion, marital status, sexual orientation, disability or age.
  - We commit to operate in a learning environment and provide the necessary training to develop and underpin the role that an individual is required to undertake in an inclusive, hybrid work environment.
- **Employment opportunities:** We promote diversity and use hiring practices that are fair, responsible, non-discriminatory, and non-exploitative. We also recognise that local employment sourcing can be a valuable method for our organisation which is why we aim to offer employment opportunities within the local community. We hope that this approach will aid by reducing unemployment in Shropshire and help to make the county more prosperous.

Adroit Utilities Ltd, 3 Cedar Court, Halesfield 17, Telford TF7 4PF					
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- **Supply chain:** We commit to procure responsibly and treat supply chain partners fairly and responsibly. We will work with our subcontractors and suppliers to ensure they operate in a safe and environmentally responsible way and will ensure our Sustainability policy is made available.  
We choose sustainable design, materials and construction methods, wherever possible and encourage our supply chain to do the same.
- **Resources:** We aim to improve resource efficiency and reduce the supply of natural resources used where possible by using alternative materials and methods. We also promote measures to recycle and minimise waste in all aspects of our business.
- **Energy:** We aim to reduce our energy consumption, reduce our CO2 emissions and work with others to do the same.
- **Environment:** We take reasonable measures to ensure that our activities are conducted in a way that minimises our impact on the local environment. We will promote good environmental practice and seek opportunities to enhance biodiversity on our sites.

### Expectations

We will ensure that all employees and subcontractors are aware of this policy and are committed to implementing and improving it. We expect our employees, Subcontractors and suppliers to act in a socially and environmentally responsible manner and require them to comply with applicable laws and regulations.

### Continual improvement:

We will review and set goals and objectives to ensure the continual improvement of company sustainability performance. We will work to instil these values in all employees at all levels and within our everyday business activities.

We encourage all employees and subcontractors to speak up if they have any concerns or suggestions to improve our business operations.

This policy is endorsed by Senior management and signed on behalf of Adroit Utilities by

Name: Terence Gormley      Signature: *T Gormley*      Position: Director

Date: June 2024      Review Date: February 2025

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