



I & H Brown is committed to operating sustainably by balancing the Company's economic viability alongside its social and environmental responsibilities. Our respect for people encompasses treatment of our own employees, our interaction with the communities in which we operate and our management of the relationships within our supply chain. Equally fundamental is the care we take as a business to nurture and protect the natural environment through managing the environmental impact of our activities and implementing measures to minimise the effect of our day-to-day operations, such as the use of natural resources and management of waste. We manage our activities through the use of established systems certified to ISO 9001:2015, ISO 14001:2015, ISO 45001:2018 and ISO 50001:2018. This policy is the direct responsibility of the Managing Director and its success will be reported on annually.

People

The management of health and safety is considered to be a top level commitment fundamental to the Company's operations with priority being to protect all employees and anyone else that may be affected by our activities. A dedicated team of health and safety specialists provides support and advice to management and the workforce. Training on health, safety and environment is provided for all levels of employees to a syllabus in line with that approved by the Construction Industry Training Board and other national training organisations to which the company subscribes. The success of our business is directly related to the continual investment we make in the development of our employees. We aim to do this through our supportive environment and comprehensive training programme that allows everyone to reach their full potential. The company embraces an annual appraisal scheme to review employees' performance and identify aspirations, opportunities and training needs.

Communities

The Company considers its role in local communities to be an integral part of the business and we are proud of the communities we both live and work in. Each office actively seeks to: employ local people and utilise local subcontractors and suppliers; become involved with local business and professional forums; support local charities and events through financial support. Equally important is how our construction/development sites respond to the communities they interact with. We actively participate in formal Community Benefit schemes to the benefit of local people and businesses. We are also committed to ensuring any inconvenience to people who may be affected by our activities is minimised and to communicate with them at a local level. We advocate registration with the Considerate Constructors Scheme for selected sites.

Supply Chain

In managing our supply chain we actively seek to build enduring relationships, and to create open and collaborative forms of working that deliver value for our clients and long term opportunities for our business. It is always our intention to trade reasonably and in full cooperation with our subcontractors and suppliers. Our aim is to identify competent and like-minded organisations capable of fulfilling our expectations. Our commitments to health and safety, protection of the environment, quality and sustainable procurement are mandatory for all suppliers and subcontractors.

Environment

We fully recognise our responsibility to manage the impact of our activities on the environment and are committed to good environmental practice. Wherever possible we will use our influence with clients and their designers to improve the whole-life environmental performance of construction projects, to establish energy efficient and sustainable solutions that fully respect biodiversity. Our primary objectives are always the maximisation of re-use of material on site with the minimisation of expensive and environmentally unfriendly disposal to landfill. To divert waste away from landfill we operate a reduce, reuse and recycle hierarchy, starting with careful selection, ordering and use of materials. We monitor our carbon footprint and measure sources of CO2 emissions that are easily quantified: electricity and gas usage in offices; on site fuel usage; use and methods of transport.

To maintain best working practices the Company reviews this policy when necessary to reflect changes in legislation and industry standards and all Company policies are reviewed by the Board of Directors annually in June each year.

J SCOTT BROWN
MANAGING DIRECTOR

Date: June 2023