

The culture of our business is underpinned by our core values. In our everyday behaviours we place a great deal of focus on our values; staying on the safe side, caring about people and taking pride in our work. This means working responsibly for our business and for our communities.

We outline our goals in our Sustainable Business Plan, where we make sustainability commitments in six key areas. The areas of focus are integrated with one another to ensure we meet the needs of our stakeholders, disseminate best practice and take a proactive approach to sustainability throughout our operations. We will ensure that we engage and work closely with our employees, suppliers and subcontractors to deliver sustainable solutions.

To do this BCM have set a number of commitments:

### We care for our communities

- Delivering long term social value which we can quantify
- Enabling, enhancing and supporting local communities
- Engaging and leaving positive legacies in the communities in which we work
- Inspiring and training a future workforce to help deliver a sustainable infrastructure for the future
- Improving social mobility and supporting thriving local communities
- Being a caring neighbour, reducing the impacts of our works wherever we can

### We strive to be a better business

- Providing a safe, healthy, supported and equitable working environment for all employees
- Employing and engaging a diverse and skilled workforce
- Training our employees so that they are equipped to support the business

### We source responsibly

- Sourcing responsibly and efficiently to reduce our consumption of natural resources
- Sourcing locally to support local economies
- Operating a responsible supply chain with open, consistent engagement
- Ensuring any risk from modern slavery is managed throughout our business

### We care for our environment

- Reducing the impact of our operations on the natural environment and enhancing it wherever possible
- Conserving and minimising the use of resources, making our operations more efficient and delivering low carbon solutions
- Managing our impacts on biodiversity and the natural environment, seeking opportunities to enhance the environments we work in
- Preventing degradation of the environments we work in

### We ensure quality every time

- Providing high quality services to achieve excellence in everything that we do
- Delivering high customer satisfaction

This Policy Statement and associated IMS procedures apply to all activities and work undertaken by BCM. All employees and subcontractors are required to comply with this policy. They will be briefed on this and made aware of our expectations during the induction process and following any subsequent amendments. It will be accessible to all interested parties via SharePoint, noticeboards, the company website and is available on request.

The Directors of BCM are committed to this Policy and are responsible for ensuring its arrangements are implemented and upheld. It will be reviewed annually and revised as often as may be deemed appropriate, and then brought to the attention of all interested parties.

Shane O'Halloran  
**Managing Director**  
March 2021