**Social Ethical Policy**

The Bridges Social & Ethical Policy ensures that the company undertakes its activities in a

socially, ethically and environmentally responsible manner. This includes the ethical

treatment of employees, customers, associates, contractors, suppliers and the public. The

Policy extends beyond the company’s direct dealings with people to include the social impact

of its activities.

The Managing Director, Matthew Bridges is responsible for the implementation of this

Policy and compliance with the policy will be monitored by the Health, Safety & HR Director,

Steve Spencer. The policy objectives are regularly reviewed and are supported by other

specific policies and procedures which are regularly audited by external bodies e.g. The

Health & Safety Policy, The Equal Opportunities Policy and the Environmental Policy.

**Policy objectives:**

Bridges is committed to the principles of good corporate governance and to

ensuring that its business is properly managed for the benefit of its stakeholders, including

its managers and employees.

The company believes in honesty, integrity and professionalism in all aspects of its business.

Bribery and corruption are unacceptable practices. The company will not knowingly participate

in money laundering practices and takes all reasonable precautions to guard against this.

The Company is committed to the development of Quality Management Systems throughout

its business, as recognised by its ISO 9001 Accreditation.

**Employees**

The company strives to ensure that all employees are treated fairly and with respect, and are

appropriately rewarded. The company seeks to operate above the standards laid down by

employment legislation and the 1998 Human Rights Act requirements, to implement an

effective Equal Opportunities Policy and to acknowledge staff representation.

The company facilitates effective communication with and between its staff by various means

including the use of information screens, staff presentations and meetings, and invites

feedback through staff evaluation forms.

The company seeks to develop and train its employees to realise their full potential. The Group

aims to ensure future succession and a supply of skilled management. All employees receive

annual personal appraisal reviews which enable individual training needs to be identified.

**Suppliers of Goods and Services**

The company endeavours to deal with all suppliers of goods and services in an open and

honest manner and with professional standards of respect and integrity.

**The Development Process**

*Sourcing of Materials*

The company encourages the procurement of materials produced in a manner that does not

use child labour, nor any other form of forced or inhumane treatment, and from

renewable/sustainable sources whenever practicable.

*Construction*

The company takes all reasonable measures to minimise the disruptive effect on the

community from the construction process.

*Sales and After Sales*

The company strives to meet the reasonable expectations of its customers and to treat them

with respect.

*Health and Safety*

Through its Health and Safety Policy, the company conducts its activities with due regard for

the health, safety and welfare of its employees, contractors, clients, visitors and members of

the public wherever the company’s activities are carried out.

**Community Engagement**

The company, through its programme of local employment and training schemes aims to

provide jobs and work experience for local people. The introduction of regional offices has

resulted in an increase in local employment as staff are resourced locally and this also

reduces our travel costs and emissions.

**Charitable Donations**

The company supports local charities by donation of redundant computer equipment, labour

and materials as needs are identified.

The company does not make donations to political parties, organisations or their

representatives.

This policy has been approved & authorised by:

Name: Rachael Kendall

Position: HR Manager

Date: 17th April 2023

Review date : 16th April 2024

Signature: