

Corporate Social Responsibility (CSR)



AIM OF POLICY

LLED Construction Ltd are committed to ensuring that any business undertakings are conducted as ethically as possible by following the below policy.

WHO WE ARE AND WHAT WE DO

LLED Construction Ltd is a leading provider of construction and maintenance services across the North of the UK, solely owned by Morris & Spottiswood. The company's overall strategy is based upon Client retention and continuous improvement to facilitate further sustainable growth and progress.

OUR MISSION:- To be the best partner for our customers, suppliers and employees.

To realise our vision, LLED Construction Ltd will strive for customer satisfaction, profitable growth, operational excellence and strong brand positioning.

OUR VISION:- To be the North of England Maintenance and Small Works partner of choice

OUR VALUES:- We take pride in always doing the right thing.

These guiding principles define our company and what it stands for. They shape every decision we make, from how we deliver facilities management, to how we run small works projects, and how we sustainably grow.

- AIM HIGH

LLED is a company that has always been ambitious, right from its incorporation in March 2000. This ambition isn't just about growing the company's size and profitability. It's about making LLED as robust as possible and delivering the best service to our clients, making us a business fit for the next generation.

We value innovation and undertake strategic research to ensure that we lead the way in all the sectors we work. This allows us to provide innovative products and services that deliver cost-savings and performance benefits to our clients.

- ACT RESPONSIBLY

We stand or fall on our reputation and good business sense. That's why we value transparency, compliance and consistency. We play with a straight bat, don't over promise and don't overextend our resources. On an individual basis we collaborate, work to industry guidelines and take responsibility for our actions.

- VALUE PEOPLE

Our people are our key resource, both in terms of service delivery and organisational growth. This is why we value training and offer all staff the opportunity to learn new skills and grow their careers. We are committed to nurturing expertise in everyone and to awarding merit wherever we find it. Our core philosophy is that we treat our employees as a family and see our customers in the same light. We aim for the highest standards of corporate citizenship, fairness and equality. Our commitment to our staff is reflected in the way we value our customers, supply chain partners and the communities in which we work.

LOOKING AFTER EMPLOYEES

Our employees are our most valuable resource and are a key factor in the delivery of services to our clients. We recognise that it is the calibre of the people that make up our teams that differentiates us from our competitors. As such, we work hard to recruit, develop and retain the best talent in the industry. As part of their personal development each of our employees is given a clear route for progression, including technical and professional training. Further to this, it is crucial that all employees maintain a high level of safety and technical expertise, therefore regular training and advice is made available.

To ensure that we enhance our employees' environmental awareness we provide continual training to enable consideration and understanding of environmental issues when planning, implementing and delivering works.

We provide our managers with Equal Opportunities advice and support to ensure they understand their obligations allowing them to manage their team fairly and equally in all areas of employment. Ensuring all employees are aware of the Company's legal obligations, policies and internal procedures relating to the provision of Equality.

Appraisals are conducted with all employees, allowing quality one-to-one time with their manager to discuss their performance, establish new objectives and determine the employee's individual training and development needs that are required to assist in achieving their goals.

At LLED Construction our employees are the bedrock of our business we update them with business news on a regular basis, including frequent CEO announcements to keep them engaged. With employees working across multiple regions, as well as being out in the field, we use technology to push an email directly to our employees' mobile phones, tablets and / or desktops.

Whether they are field based or at their desks, we ensure that all employees receive regular communications and updates on performance, significant business events, new contract wins, promotions, acquisition details and progress on our strategy.

We conduct annual surveys and focus groups to seek employee views and create action plans to improve engagement.

LLED Construction's Corporate Social Responsibility (CSR) policy ensures that social and environmental concerns are considered in our all of our business operations.

ENVIRONMENT

We fully recognise that our day-to-day operations cause inevitable impact on the environment in a number of ways. We are committed to reduce this level of impact through assessing and improving our environmental performance.

We employ systems and procedures that ensure the company's compliance with all relevant laws, regulations and other requirements relating to the environment.

Apart from legal obligations, LLED Construction will proactively protect the environment. Examples of relevant activities include:

- Recycling
- Conserving energy
- Using environmentally friendly technologies

HEALTH AND SAFETY

LLED Construction, led by the Morris & Spottiswood Board of Directors, will do everything that is reasonably practicable to protect the health, safety and welfare of both our employees and any other person affected by our activities.

The Board, led by the Chief Executive Officer, has overall responsibility for ensuring that we maintain high standards of health and safety. However, we rely on all of our employees, sub-contractors and clients to play their part in effectively implementing our health and safety policy and sharing in our commitment to ensuring:

- Everyone goes home safe, every day.

As such, we will:

- undertake risk assessments, implement the identified control measures and ensure that safe systems of work are applied in relation to our activities
- provide and maintain a safe and healthy working environment including safe access arrangements and suitable welfare facilities
- provide information, instruction, training and supervision to enable employees to perform their work safely
- promote a positive health and safety culture within the organisation, in particular consulting with employees on health and safety matters at forums
- commitment to prevention of injury and ill health and continual improvement in H&S management and H&S performance
- ensure safety and the absence of risks to health in connection with the storage, handling, use and transport of materials and plant
- ensure that all vehicles and work equipment are suitable for purpose and properly maintained
- make available all necessary safety devices and protective equipment and supervise their use
- take steps to assess the competence of any contractor we engage and to ensure that information is exchanged on matters relevant to health and safety
- be prepared for emergencies such as fire and medical emergencies and investigate all incidents of injury or ill health
- set and monitor health and safety objectives

The Company is committed to continual improvement in safety performance and ensuring that the delivery of the health and safety management system is adequately resourced to enable the full implementation of this policy. This commitment includes the provision of sufficient resources, management and employee time, as well as training and health and safety advisory support.

It is the responsibility of the Directors to drive and monitor the implementation of the Health & Safety policy, the company's overall health and safety performance and also to provide strategic guidance to all of the operational divisions and support functions, reporting to the Board accordingly.

BUSINESS ETHICS

LLED Construction conduct business with integrity and respect to human rights. We promote:

- Equality
- Anti-slavery
- Anti-bribery and anti-corruption practices



George Morris
Chairman



Jon Dunwell
CEO

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