

Corporate Social Responsibility and Sustainability Policy Statement



We are a civil engineering, building and groundworks company based in the Midlands and operating throughout the UK supporting the country's largest organisations within construction. Essentially, McDermott Building and Civil Engineering Ltd (McDermotts) is a family founded business that is values driven and managed as a professional corporate entity; underpinned by continuous investment and a customer-centric focus. Indeed, we believe that most values are relevant but the single one we wish to emphasise is "*Integrity*" which represents a concept of consistency of actions, values, methods, measures, principles, expectations and outcomes.

There are various definitions and interpretations of what exactly is meant by Corporate Social Responsibility (CSR), Sustainability, Social Value, or Community Engagement.

At McDermotts, our values and culture enable us to embrace all definitions and interpretations with sound business practice for sustainable commercial success. This is specifically addressed through our over-arching value of "*Integrity*" and our "*Sustainability Roadmap*" of the 3Ps: People, Prosperity and Planet.

People: *Workers/Stakeholders/Communities*

Our commitment includes:

- becoming an employer of choice in the construction industry, recognising the contribution our people make to building success
- focusing on safety, health, and welfare of our people – ensure everyone returns home safe
- supporting CSR in the community both locally and nationally

Prosperity: *Customers/Innovation/Operational Excellence*

Our commitment includes:

- increasing net profit by managed growth that does not compromise our commitments to people and planet
- developing long term sustainable relationships with our people, customers and stakeholders
- continuing to be at the forefront of innovative processes and technologies in support company infrastructure; thereby enhancing our long-term business capabilities

Planet: *Environmental Management/Pollution/Sourcing*

Our commitment includes:

- minimising the impact of our activities on the environment
- embracing lifecycle thinking
- managing our carbon footprint

We have a demonstrable track record of charity work, volunteering, and providing work experience, traineeship, graduate placement, and apprenticeship opportunities.

You can track our work here: <https://www.mcdermotts.co.uk/responsibilities/>

This policy statement may be amended, monitored and added to from time to time and a copy will be available to all employees, contracted staff on site and interested parties through our website.

Malcolm McDermott

Malcolm McDermott
Managing Director

Date: January 2023