



## **Social & Ethical Policy**

**Atlantix Construction Ltd's Social and Ethical Policy ensures that Atlantix Construction Ltd undertakes its activities in a socially, ethically and environmentally responsible manner. This includes the ethical treatment of employees, customers, associates, contractors, suppliers, stakeholders and the public. The policy extends beyond the Company's direct dealings with people to include the social impact of its activities.**

## **Responsibilities**

*The Director responsible for the implementation of this Policy is Paul Tolan, Managing Director.*

The Policy objectives are regularly reviewed and are supported by a number of other specific policies and procedures, which are regularly audited by external bodies, in particular, the Health and Safety and Environmental Policies and the Code of Conduct.

## **Policy Objectives:**

### **Corporate**

Atlantix Construction Ltd is committed to the principles of good corporate governance and to ensuring that its business is properly directed and managed for the benefit of its stakeholders, including its managers and employees.

Atlantix Construction Ltd seeks to maintain an informative and pro-active dialogue with its staff and management by regular meetings, and reviews and the company's website.

Atlantix Construction Ltd 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.

Atlantix Construction Ltd is committed to the development of Quality Management Systems throughout its business, and is certificated to ISO 9001:2008.

### **Employees**

Atlantix Construction Ltd strives to ensure that all employees are treated fairly and with respect, and are appropriately rewarded. Atlantix Construction Ltd 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.

### **Suppliers of Goods and Services**

Atlantix Construction Ltd 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*

Atlantix Construction Ltd encourages the procurement of materials produced in a manner that does not use child labour, or any other form of forced or

inhumane treatment, and from renewable/sustainable sources whenever practicable.

#### *Construction*

Atlantix Construction Ltd takes all reasonable measures to minimise the disruptive effect on the community from the construction process.

#### *Sales and After Sales*

Atlantix Construction Ltd strives to meet the reasonable expectations of its customers and to treat them with respect.

#### *Health and Safety*

Through its Health and Safety Policy, Atlantix Construction Ltd conducts its activities with due regard for the health, safety and welfare of its employees, contractors, clients, visitors and members of the public wherever Atlantix Construction Ltd activities are carried out. To demonstrate its commitment to good health and safety performance, the company has installed and is working to a management system which has been certificated to OHSAS 18001:2007.


#### **Community Engagement**

Atlantix Construction Ltd seeks to engage with the wider community, including national and local government, parish councils, local Agenda 21 representatives and community and residents groups in an open and honest manner.

Atlantix Construction Ltd, through its programme of local employment and training schemes and with Local Authorities, aims to provide jobs and work experience for local people. Atlantix Construction Ltd actively supports and participates in initiatives to educate local communities about the risks on building sites and supports local schools through events and projects related to the construction industry.

#### **Charitable Donations**

Atlantix Construction Ltd supports a number of local and national charities, and in addition, each year, staff nominate charities. Atlantix Construction Ltd does not make donations to political parties, organisations or their representatives.

Signed: 

**Paul Tolan**  
Managing Director

Date: 1<sup>st</sup> November 2014