

Trading as GM Decorating Ltd

SUSTAINABILITY POLICY

GM Decorating Ltd (GMD) is committed to promoting sustainability. Concern for the environment and promoting a broader sustainability agenda are integral to GMD's professional activities and the management of the organisation. We aim to follow and to promote good sustainability practice, to reduce the environmental impacts of all our activities and to help our clients and partners to do the same.

Principles – Our Sustainability Policy is based upon the following principles:

- To comply with, and exceed where practicable, all applicable legislation, regulations and codes of practice.
- To integrate sustainability considerations into all our business decisions.
- To ensure that all staff are fully aware of our Sustainability Policy and are committed to implementing and improving it
- To minimise the impact on sustainability of all office and transportation activities
- To make clients and suppliers aware of our Sustainability Policy, and encourage them to adopt sound sustainable management practices
- To review and continually strive to improve our sustainability performance

Practical Steps – In order to put these principles into practice we will:

Travel and Meetings

- Walk, cycle and/or use public transport to attend meetings, site visits etc, apart from in exceptional circumstances where the alternatives are impractical and/or cost prohibitive
- Avoid physically travelling to meetings etc where alternatives are available and efficient timing of meetings to avoid multiple trips. These options are also often more time efficient, while not sacrificing the benefits of regular contact with clients and partners
- Reduce the need for our staff to travel by supporting alternative working arrangements, including home working etc, and promote the use of using low emission vehicles to our Operatives

Purchase of equipment and consumption of resources

- Minimise our use of paper and other office consumables, for example by double siding all paper used, and identifying opportunities to reduce waste
- As far as possible arrange for the reuse of recycling of office waste, including paper, computer supplies and redundant equipment.
- Reduce the energy consumption of office equipment by purchasing energy efficient equipment and good housekeeping
- Purchase electricity from a supplier committed to renewable energy. Seek to maximise the proportion from renewable energy sources, whilst also supporting investment in new renewable energy schemes

Working practices and advice to Operatives

- Ensure that any Operatives that we employ take account of sustainability issues when carrying out works
- Include a copy of our Sustainability Policy in all our Sub-Contractor agreements
- Supply Chain are required to sign up to our policy or we scrutinise their Sustainability/Environmental policy when considering them for our Approval List of Sub-Contractors
- Use of local labour on any projects where practical and achievable

Economic Sustainability

NSA for Construction 2013 Award Winner ‘Outstanding Supply Chain Company Contribution to Management and Leadership Success’



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- Build long term relationships with other businesses and stakeholders to work towards a better financial future for all concerned – efficient use of resources increases profitability and image and profile in market place is enhanced.

Social Sustainability

- Our commitment to Health & Safety is at the heart of everything we do
- Health & Safety training for ourselves and our staff is frequently undertaken- we seek continual improvement of our health, safety and environmental performance
- Our Sustainability policy is shared with our staff – ‘Embracing Sustainability’ and tool box talks are regularly used to engage and motivate the workforce
- We recognise, celebrate and reward achievement to promote sustainability
- Diversity within our business is encouraged and our staff are motivated in a number of ways
- Staff are encouraged to become involved in the local community
- Work respectfully within the local community
- Lead the way in Best Practise
- Act responsibly with Customers and Suppliers
- Initiate schemes such as ‘Community Re-painting’ schemes and donations to minority and under privileged members of the local community

Environmental Sustainability

- Caring for the environment in order to leave a lasting legacy for future generations is our foremost consideration
- Early discussions with the client about making sustainable choices for the life of the project
- Reduce Carbon Footprint by using less energy and cutting travel; Cutting down on use of resource
- Careful selection of materials used
- Reducing pollutants
- Responsible and careful waste management

Managing Offices

- Efficient use of resources, e.g. energy, water, to reduce the overall impact
- Reduction of waste and pollution levels
- All staff use the mantra: “ reduce, re-use, recycle”
- Staff are engaged and empowered – appointment of an internal sustainability ‘Champion’
- Compliance with relevant policies and legislation

Managing Sites

- We are committed to reducing the amount of energy we use on-site, by identifying those activities that are wasteful and by regular servicing of our equipment to ensure efficient operation
- Materials selected and used are low impact and are minimised as much as possible
- Water usage and energy on site and transport to and fro minimised
- Site waste is managed in line with waste hierarch, waste legislation and site waste management plans
- Focussing on customer and client needs, ensuring compliance with current health and safety best practice and site specific considerations

The operation of this policy and associated procedures will be monitored and reviewed on a regular basis.

Name:	Liam Sweeney
Position:	Managing Director
Signed:	<i>L.S. Sweeney</i>
Date:	24/08/17



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