

Wherever we work, Bryen & Langley Ltd endeavour to have a positive impact on the social environment.

By the very nature of construction, it is a noisy, disruptive service that creates waste but when planned effectively, taking the neighbourhood into consideration, it can be carried out with as little disruption to the local area as possible.

Our Corporate Social Responsibility (CSR) Policy dictates that we must balance our social and environmental responsibilities alongside our economic sustainability.

We are committed to enhancing the Social Value of the communities in which we work, both as an employer and a provider of services. Wherever possible we wish to make improvements to our service and policies, to better serve the communities in which we work.

#### Employment:

Whilst we have an existing directly employed team, should the opportunity arise to recruit from the local area we would contact the local Job Centre to advertise the position. We would also explore other local options.

Temporary staff are recruited from either local recruitment consultants or a termed contract, placed with the Job Centre.

Our Apprenticeship programme has already provided current opportunities for several young people wishing to make a start in the construction industry and they are supported in-house and via a college. Historically the apprenticeship programme has ensured that we contribute to keeping the industry staffed and people in employment.

We have an ongoing training policy which ensures that our people obtain and enhance their skills; upskilling is also encouraged.

Vacancies for apprenticeships are placed via local schools, colleges and universities to provide equal opportunity for anyone looking to learn a trade.

#### Health & Safety:

We are committed to implementing safe working practices throughout the company but especially when working in residential areas.

For a project within an operational environment it is imperative to ensure adequate protection on the site to prevent ingress by the general public and building users. Adequate barriers and danger signage must be in place and our Liaison Officer will speak to local people and building occupants prior to works starting.

It goes without saying that all site staff must be adequately trained in both their profession and site health & safety practices to be able to contribute to the ongoing safety of the site and the local community.

## Liaising with the Community:

When working in an operational situation, we nominate a liaison to be available to answer questions and queries from the both the building occupants and the immediate neighbourhood.

Establishing the times between which works can take place is another fragile area which requires liaison between us, the client, the neighbourhood and the local authority.

Sometimes deliveries are only permitted between particular times. It is our Buying Department's responsibility to ensure that suppliers are aware of this and only deliver between permissible times.

## Procurement:

Our Buying Department places all purchase orders for materials. Wherever feasible, these purchase orders should be placed with local suppliers to enhance the local economy. This also has the benefit of suppliers who know the working area.

All suppliers are informed of any parking or access restrictions and delivery plans are put in place to ensure the least disruption to the highway and immediate site area. These plans are given to suppliers in writing to ensure that they are conveyed to drivers and are adhered to.

## Our People and the Community:

Our site staff will actively interact with the local community to better relate information to them regarding our works on site wherever this is appropriate.

The community liaison officer in particular will ensure that pertinent information is distributed in an organised and timely fashion.

Likewise, our site staff will definitely make use of the neighbouring retail facilities while on site, contributing to the local economy.

Waste is an area that often concerns occupants and residents, so we implement a Waste Management plan that would be available for them to review. We would encourage comments regarding the plan as they will know the area far better than us and can advise us of any areas of concern which we can then rectify.

## In Summary:

We endeavour to bring Social Value to any area in which we work, to protect the building occupants and/or local residents, and we engage with them on subjects and areas that directly and indirectly affect them.

We are always looking to improve our service and the methods with which we communicate with all of the people that we come into contact with through our work.