

ETHICAL POLICY STATEMENT



Policy Statement:

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Signed:

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McAleen and Rushe Contracts UK Ltd is committed to doing business in a way that puts relationships with people first. Fundamentally, it represents a promise to all MAR stakeholders, including employees, clients, suppliers and the public that the company will, to the very best of its ability, work in an open and honest way to nurture trust and long-term partnerships that work to the mutual benefit of all those concerned.

In a sector that can often be characterised by its adversarial supply chain relationships, MAR has embraced a new way of working where partnering, openness and integrity are key, result in the creation of motivated project teams that pull together as one. As well as this, the company has a full commitment to delivering buildings of the highest quality.

As well as people, MAR's ethical approach extends to process and the way in which buildings are constructed. The company is keen, wherever possible, to utilise materials, products, systems and construction techniques that have a reduced impact on the environment. This could be the way materials are produced or manufactured or how products and systems perform in a building to reduce whole life environmental impact.

MAR's ethical policy embraces the following commitments:

- Actively encouraging repeat business with key suppliers to nurture quality, trust and good relationships.
- Delivering buildings of the highest quality which offer value for clients and end users.
- Establishing favourable payment terms with all suppliers and guarantee on-time payment.
- Encouraging open dialogue among suppliers and employees, supported by knowledge sharing and ongoing communication.
- Promoting an inclusive and pleasant working environment and ensure that no applicant or employee receives less favourable treatment on the grounds of gender, marital status, race, colour, ethnic or national origin, religion, sexuality, disability and without arbitrary restrictions in respect of age.
- Encouraging skills development at all levels and to meet all needs, including the funding of apprenticeships.
- Work towards an Incident Free Environment by striving for the best health and safety standards supported by a comprehensive reporting system.
- Promoting and encouraging mutual respect for people involved in its operational activities and in the communities in which MAR works, particularly maintaining good relationships and raising awareness of the company's activities with schools and the community.
- Encouraging employment of local sub-contractors and always employing no less than 10 per cent of labour at a regional level.
- Maximising local supply chains to ensure MAR can build up a trustworthy, reliable team within reasonable geographical proximity to a project.
- Minimising pollution, reducing waste and CO₂ emission and aiming to recycle as much waste that comes off the construction site as possible.
- Working with customers, designers and specifiers to encourage best practice and innovation to help deliver a more sustainable built environment.

The co-operation and involvement of employees at all levels is essential for the effective implementation of this policy. MAR will report on, review and revise this policy as often as may be appropriate.