



## SUSTAINABLE BUSINESS POLICY

Morgan Construction Wales LTD Issue Date: March 2022

Morgan Construction Wales Ltd has evolved and grown but remains a family business with values that are shaped by our West Wales roots. As the business develops and sets objectives, we are committed to ensuring that these provide positive social, economic and environmental outcomes to our people, stakeholders and local community.

The Directors take responsibility for this Policy, ensuring that objectives and decisions taken are aligned with long term sustainable business practices whilst fostering this approach across employees.

This Policy will be underpinned by Standard Operating Procedures that are built to be efficient, smart and ambitious with regards to environmental and energy performance.

We have divided this policy into the following key Sustainable Business areas; People, Planet, Prosperity and Partners.

### PEOPLE

MCW is committed to developing and supporting its people and will – amongst other measures - assess its success against this. We will seek to achieve this:

- Through hands on involvement provide an environment for everybody to learn from each other, ensuring we listen to the ideas and views of our employees
- Providing equal opportunities to all through a fair workplace where all employees feel respected and valued
- Providing personal development opportunities through individualised Training and Development Plans
- Through visible leadership we will conduct our business honestly with integrity and openness
- Providing flexible employment opportunities to support individuals with lots to give but other commitments to fulfil
- By developing Apprentices and Trainees into skilled personnel to meet the needs of the business
- By developing a programme to support the health and wellbeing of our people.

### PLANET

As a forward thinking business we are fully invested in developing our products, practices and people to combat climate change. We have plenty of opportunities to do this and will play our part in protecting the planet through:

- Developing Homes for the future that aim to exceed industry standards with respect to their environmental performance
- Measuring the whole life cost of our homes and develop ways to continuously improve our products
- Reducing the amount of waste we generate through:
  - Designs that maximise the opportunity for off-site manufacture and reduce waste
  - Processes for managing our sites smartly
  - Work smartly and use technology
  - Continuously look at ways to reduce mileage and
  - Seek to eliminate any waste going to landfill
- Investing in plant, equipment and transport that reduces the carbon generated by our activities

### PROSPERITY

We want the business to be successful and extend that into the communities in which we live. We will seek to support prosperity in the region by:

- Employing locally, upskilling locally and supporting our employees during difficult times
- Procuring locally wherever possible and assess this as part of our procurement processes

- Enjoying long term relationships with our suppliers and sub-contractors by continuing to treat them fairly at all times
- Working with our Clients, Stakeholders and other contractors to develop initiatives that enhance the regions skills and prosperity
- Supporting local organisations and charities
- Delivering homes that provide a positive lasting legacy for our communities

## PARTNERS

We wish to ensure that the business and its employees enjoys a positive reputation for delivering services to a high standard. We will want to work closely with our Clients, Stakeholders and other organisations to learn and improve our operation. We also firmly believe that better outcomes can be achieved by organisations working together and learning from each other.



Paul Morgan  
*Managing Director*  
**Morgan Construction Wales LTD**  
March 2022

