



## SUSTAINABLE BUSINESS POLICY

Morgan Construction Wales LTD Issue Date: October 2023

### INTRODUCTION

Morgan Construction Wales Ltd, rooted in the heart of West Wales, has a rich history of growth and evolution as a family-owned business. We remain committed to our foundational values, which have shaped our approach to business. As we continue to develop and set objectives, our primary focus is on generating positive social, economic, and environmental impacts for our people, stakeholders, and local community.

### POLICY STATEMENT

Our board of directors assumes the responsibility for this Sustainable Business Policy, ensuring that our objectives and decisions align with sustainable business practices for the long term. We are dedicated to fostering this approach throughout our organisation, involving all employees in our mission.

### KEY PRINCIPLES

This policy is supported by a set of Standard Operating Procedures that prioritise efficiency, intelligence, and ambition in terms of environmental and energy performance. We have categorised our sustainable business approach into four core areas: People, Planet, Prosperity, and Partners.

### PEOPLE

Morgan Construction Wales Ltd is committed to nurturing and empowering its people. We assess our success by various measures, including the following actions:

- Providing an inclusive environment where employees can learn from one another, while valuing their input and ideas.
- Creating a fair workplace where all employees feel respected and valued, and where equal opportunities are accessible to everyone.
- Offering personalised Training and Development Plans to facilitate individual growth.
- Conducting business with integrity, honesty, and transparency through visible leadership.
- Providing flexible employment opportunities to accommodate individuals with other commitments.
- Developing apprentices and trainees to meet the evolving needs of our business.
- Establishing a comprehensive program to enhance the health and well-being of our employees.

### PLANET

As a forward-thinking business, we are fully committed to addressing climate change by advancing our products, practices, and people. We aim to protect the planet by:

Developing homes for the future that exceed industry standards for environmental performance.  
Continuously measuring the whole life cost of our homes and actively seeking ways to improve our products.

Minimising waste generation through:

- Designs that maximise opportunities for off-site manufacturing, thus reducing waste.
- Implementing efficient on-site management processes.
- Embracing smart work practices and utilising technology.
- Exploring strategies to reduce mileage and eliminate landfill waste.
- Investing in equipment and transportation that minimises the carbon footprint of our activities.

## PROSPERITY

We strive to make our business successful and extend that success to the communities we serve.

Our commitment to fostering prosperity in the region includes:

- Prioritising local employment, upskilling, and supporting our workforce during challenging times.
- Procuring locally whenever possible, integrating this into our procurement processes.
- Nurturing long-term relationships with suppliers and subcontractors by treating them fairly and ethically.
- Collaborating with clients, stakeholders, and other contractors to develop initiatives that enhance the region's skills and prosperity.
- Supporting local organisations and charities as part of our corporate social responsibility.
- Delivering homes that leave a positive and lasting legacy in our communities.

## PARTNERS

We aim to cultivate a positive reputation for delivering high-standard services and believe in the power of collaboration. We actively work with our clients, stakeholders, and other organisations to learn and improve our operations. We recognise that better outcomes can be achieved through collaboration and knowledge sharing.

## CONCLUSION

At Morgan Construction Wales Ltd, our commitment to sustainable business practices is unwavering. This policy sets the framework for our approach to People, Planet, Prosperity, and Partners, ensuring that our actions are aligned with our values and contribute to the betterment of our community and the planet.



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**Morgan Construction Wales LTD**  
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