



## CORPORATE SOCIAL RESPONSIBILITY POLICY

Higgins Partnerships are committed to ensuring that we conduct our business processes as ethically as possible, considering human rights along with the social, economic and environmental impacts of our business operations. We comply with current legislation, and commit to delivering sector best practice.

We understand that our customers, communities and residents, along with our clients, supply chain and employees are all key stakeholders affected by our work, and we therefore take care as a considerate contractor, and responsible business to generate a positive impact.

We take into account our social and environmental performance in addition to financial performance with respect to People, Planet, and Profit. We are not just a construction company. We are a business that is committed to building better, stronger, safer and more sustainable communities.

Our CSR strategy outlines responsible behaviour at every stage of project delivery – understanding both the short-term and long-lasting effects of construction. We aim to create sustainable buildings and communities and ensure that we responsibly manage and reduce our health and safety risks, impact on the environment and potential disruption to local communities.

Our commitment for CSR is embedded into the business, and is aligned to our wider business plan and company values. The foundation of our policy is made on the following principles:

- To incorporate CSR into all business decisions.
- To comply with and aim to exceed all relevant legislation and regulations.
- To measure and report our CSR performance with view to making continuous improvement.
- To reduce impact, and create positive outcomes on the people and environments in which we work.

We focus on five core principles, which form our CSR Commitments. These ensure we achieve safe, healthy communities where people want to live, work, play and learn:

- **Health and Safety**

We strive for continuous improvements in Health and Safety and always aim to minimise the number of incidents and accidents.

- **People Development and Training**

We develop skills for the future of the construction industry through jobs, work placements and apprenticeships.

- **Sustainable Development**

We use advanced technologies and practices to help us to reduce the environmental impact of construction and safeguard future generations.

- **Community involvement**

We engage with the communities we work in and develop opportunities. We invest in neighbourhoods with the aim of improving situations, prospects for individuals, and to boost the economic prosperity of the areas related to our projects.

- **Customers and Supply Chain**

We put the customer at the heart of what we do, along with careful management of approved suppliers and local businesses.

## **Health and Safety**

We strive for continuous improvements in Health and Safety and always aim to minimise the number of incidents and accidents. We are committed to:

- Carrying out all operations in accordance with legislation and our company health and safety policy.
- Providing independent advice and inspections for our sites through the Higgins Group Safety Inspectors.
- Ensuring all staff members undertake appropriate health and safety training.
- Working toward our CSCS target of 90% of our employees to hold a CSCS card.
- Providing induction and training processes on our sites to determine competencies and adequate health and safety awareness for operatives and visitors.
- Operating a staff committee to focus on health and safety issues.

By working with communities to understand their specific needs, we aim to meet the highest health and safety standards while giving people peace of mind that their safety is our number one priority.

## **People Development and Training**

We develop skills for the future of the construction industry through jobs, work placements and apprenticeships. We understand the importance of attracting, training and retaining employees with the skills and experience required for the success and growth of the organisation.

Equality and diversity – we are committed to creating and maintaining an inclusive workplace where everyone is treated with respect regardless of gender, ethnicity, sexual orientation, disability or age. We value equal opportunities in employment and our HR policies and processes ensure this is implemented effectively.

Learning and development – we believe it is important to support a culture of learning and as such we provide training and upskilling opportunities to encourage personal growth and professional development. We are committed to investing in people to allow them to reach their potential while contributing to delivery of business aims and objectives. We monitor the training needs of our workforce through our induction, and on boarding process, and through our performance review appraisal meetings.

Communication – we aim to conduct periodic employee surveys, and have a suggestions box in place to ensure that we are listening to and responding to our employees. We also have a monthly newsletter, which goes out to all employees including business updates, employee stories and wider engagement.

We ensure that we provide good terms of employment including a company pension scheme, life insurance, and medical plans. We understand the importance of promoting health and wellbeing initiatives, team building opportunities, and a safe, comfortable working environment.

## **Sustainable Development**

Our use of advanced technologies and practices helps us to reduce the environmental impact of construction and safeguard future generations.

We recognise the potential impact of our work and take all reasonable steps to manage our operations to promote good environmental practise and mitigate risk of any negative impact because of our operations.

Our procedures and policies are thorough and robust, complying with the requirements of current legislation and we adopt best practice wherever possible.

We regularly review our business practises and performance to identify ways we can reduce our energy, water and transport usage. Wherever possible we recruit employees local to our sites, and suppliers and contractors from the local area to reduce transport and CO2 emissions. We implement high standards in relation to recycling, diversion from landfill and minimising waste production.

We work with our suppliers to identify materials and methods, which are sustainable. Our aim is to continually innovate to create sustainable solutions in the construction sector.

## **Community Involvement**

Engaging with the communities we work in and developing opportunities. We invest in communities with the aim of improving situations, and prospects for individuals and to boost the economic prosperity of the borough/region related to our projects.

### **The aims of our community involvement approach are:**

- To leave a lasting legacy in the communities in which we work.
- To create employment, training, apprenticeships and management trainee opportunities made available to local people.
- To support local people from disadvantaged backgrounds to progress toward accessing employment through employability programmes, training and soft skills development.
- To sponsor and provide financial donations to support local charities, and community provision.
- To volunteer to create community impact through time invested into projects and charitable organisations.
- To meet and exceed client KPI measures and metrics.
- To be a leader in social value, through working with industry innovators in community development best practise.
- To evidence our achievements, and measure social value impact.
- To promote and encourage a local supply chain on each of our projects through attending supply chain conferences and events to share the opportunities which can boost the local economy.
- To communicate and involve the local community through skilled stakeholder engagement.
- To ensure that our workforce reflects the communities in which we work.
- To work collaboratively with expert partners, who share the same values, located in the local community to complement our social value delivery approach.
- To work with local authorities, and education training providers to deliver social value and section 106 commitments.

## **Customers and Supply chain**

We put our customers at the heart of what we do, along with the careful management of our approved suppliers. We work in partnership to deliver our projects on time, to a high standard and safely with due regard to the environment. We collaboratively to develop sustainable solutions to meet our client and customer needs.

### Customer:

We work collaboratively with our customers. We ask for feedback and conduct satisfaction surveys to continually shape and improve our service.

### Supply chain:










Our supply chain includes everyone from architecture and engineering consultants, to subcontractors, and material suppliers. Our high standards apply to every one of these businesses or individuals. Using a combination of references, performance reviews and grading systems, we find and work only with the best in the business. We have stringent procurement processes in place and ensure that our suppliers meet our requirements and share our ethos.




Our process involves a pre-qualification questionnaire for all subcontractors to complete which checks financials, policies, insurance, and H&S standards to ensure these meet our requirements. For example, all subcontractors must demonstrate they have Modern Slavery policies and CSR policies amongst many others, to qualify through our robust processes to become a supply chain partner for Higgins.

### **Measurement**

Higgins will report on our CSR objectives and achievements on an annual basis, producing a CSR report which will be published on the website and available to stakeholders.

Performance against five CSR objectives, one against each commitment will be published externally each year. They demonstrate our commitment to CSR, and contribution to the United Nations Sustainable Development Goals for 2030.

	<b>CSR objective</b>	<b>Target</b>	<b>Higgins Value</b>	<b>Associated UN SDG</b>
<b>Health and Safety</b>	To ensure the safety of our employees and the public	Zero RIDDORS	 Think Work Be SAFE	<b>3</b> GOOD HEALTH AND WELL-BEING 
<b>People Development and Training</b>	To ensure our employees have the opportunity to develop and progress to reach their potential, and that training opportunities are made accessible to residents	5 days training per employee  5% of the workforce to be apprentices or on training programmes	 COMMITTED	<b>4</b> QUALITY EDUCATION  <b>8</b> DECENT WORK AND ECONOMIC GROWTH 
<b>Sustainable Development</b>	To reduce carbon emissions and production of waste	100% waste diverted from landfill	 RESPONSIBLE	<b>13</b> CLIMATE ACTION 
<b>Community Involvement</b>	To engage with local communities to meet their needs, from training and investment in students and unemployed residents through to shaping a legacy which lasts beyond the contract term	10 school partnerships per year  100% of projects to have defined lasting legacy on completion	 RESPECTFUL	<b>11</b> SUSTAINABLE CITIES AND COMMUNITIES 

<p><b>Customers &amp; Supply chain</b></p>	<p>To develop long term and collaborative partnerships with our supply chain, clients and social value delivery partners to meet not only business need but also our CSR and Sustainability agenda.</p>	<p>20% local supply chain for each contract.</p>	 <p><b>COLLABORATIVE</b></p>	<p><b>12</b> RESPONSIBLE CONSUMPTION AND PRODUCTION</p>  <p><b>17</b> PARTNERSHIPS FOR THE GOALS</p> 
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This policy is subject to periodic review in order to ensure its continued relevance and strategic fit with both our business values and objectives and fully complies with all current legislation.



For and on behalf of the Board of Directors  
**Steve Leakey**  
 Managing Director  
 August 2021