



# Sustainable Growth & Development Policy

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## Osborne and Subsidiary Companies

Osborne and its Subsidiary Companies recognise the requirement to adopt policies, standards and methods that will sustain and improve our economic, social and natural environment, to ensure a better quality of life for everyone, now and for the generations to come.

Our economic and business improvement policies have been devised for internal efficiencies and continuous improvement with better use of existing resources.

We operate a Quality Management System accredited by BSI to ISO 9001:2000.

Our aim is to sustain a commercially viable organisation that ensures long term relationships with all employees and a profitable outcome to provide for future strength and growth.

Our social commitment is to be a strong member of the communities and areas within which we operate, with our staff and senior managers working within an approved 'Investors in People' system.

Our Safety Management System is accredited to BS:OHSAS 18001 and all who are involved in our activities must comply.

Our published Ethical and Equal Opportunities Policies states our intentions and guidelines for

working and social relationships with our clients, staff, shareholders and the public.

Our stated Core Values require our staff to operate to guidelines that will further enhance our working and social relationships with our clients, staff, shareholders and the public, to the benefit of all.

As a Construction Company our workplace is predominantly the natural outside environment, and we are dedicated to maintaining our values to preserve and prevent future deterioration of the environmental resource base. To support this we manage all aspects of our business operations to the Environment Standard ISO 14001: 2004, audited by BSI.

Our sustainable Growth and Development will rely on equally maintaining a viable business, the social responsibilities to our staff and all who are involved with us, and the requirement to preserve and improve our environment.

### Specific methods and actions we have in place are:

- A management structure which continually self-evaluates and develops continuing succession plans.
- Publications to keep our staff, stakeholders and the general public informed of our activities.
- Active measures to reduce waste, by efficient ordering and use of materials, reduction of waste from our operations and improvement of design.
- Using materials from sustainable sources and recycled materials wherever possible.

Through implementing these policies we expect to assist in maintaining our present environmental base and contributing towards improving it for the future.

John F Oliver  
**Group Board Director Responsible for Environment**