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Corporate Social Responsibility Policy

John Wade Groundworks Ltd
Policy Title: Corporate Social Responsibility Policy
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Approved By: John Wade, Managing Director

Note: Reissued under new version control system. Previous version dates not recorded.

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Corporate Social Responsibility

It is the aim of John Wade Groundworks Ltd to achieve clear and definite standards of ethical behavior throughout all areas of business.
John Wade Groundworks Ltd takes responsibility for creating wider benefits both within and around our business and endeavour to make our impact a positive one, which improves the lives of others and reduces the risk of harm to people and the environment.

Business Conduct:
As a business we focus on maintaining a strong and competent service, treating clients as mutual partners and working with sub-contractors, suppliers and our workforce fairly and ethically.
John Wade Groundwork Limited's reputation dictates a high level of quality, robust management systems and safe working environments.
It is our goal to safely complete all projects on time, within budget and to the required quality / specification.
We operate a quality management system that is based on BS EN ISO 9001, which is regularly reviewed, thus enabling continuing business improvements.

Supply Chain Management:
John Wade Groundworks Ltd only employs suppliers and sub-contractors whose ethics and values are aligned to that of our own.
We will maintain strong working relationships and standards by consistently meeting agreed payment terms and evaluating services provided.
Early formation of each project management team, suppliers and sub-contractors guarantees clients that we operate with a common goal and a shared vision from the onset.

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Client Satisfaction:

Through detailed planning, employing quality people, and a commitment to innovation and value engineering we understand, meet and exceed the needs and expectations of our clients and stakeholders.

Our team will ensure all clients are supported at the time of practical completion and beyond.

Safety, Health and Environment:

We are committed to planning and executing all operations in a manner that safeguards the health, welfare and safety of all employees, supply chain, clients, members of the public and end users.

John Wade Groundworks Ltd advocates a behavioural safety and worker engagement approach. A change in safety culture through training and incentive schemes results in every worker becoming responsible.

We will continue to reduce our RIDDOR annually and work at all levels of the business to guarantee safety is our highest priority and strive to become a 'report free workplace'

Environmental Impact:

John Wade Groundworks Ltd will continue to look at reducing the impact we have on the environment as a result of our operations. Through innovation and a proactive attitude to waste and energy reduction, we believe we are annually decreasing our carbon emissions and landfill waste, recycling material to the maximum and aiming to wholly operate locally whenever possible.

Sustainability:

John Wade Groundworks Ltd strives toward finding new opportunities to work with clients and specialists in the development of pioneering and sustainable design within construction and management. We continue to market the building system we have patented and trademarked (Cav-Form), designed to reduce carbon emissions.

Training and Development:

John Wade Groundworks Ltd recognizes that people are our most valuable asset and their performance is the key to the quality of service we provide.

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Through investing in our training and development of employees we will retain the best possible talent. We adopt the best practice in HR and training and aim to be an employer of choice.

Community Engagement:
We are fully committed to adding value to the communities within which we work.
We actively interact with community groups and support educational initiatives.
We maintain local business relationships through sourcing local labour, equipment and materials where possible and will strive to continue community engagement throughout the industry.

This policy statement will be reviewed annually.

Signed:

John J Wade
MEng (Hons)/ SMSTS
Director
Dated 01.10.2025

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Revision History

Version	Date	Description of Change	Author	Approved By
1.0	01.10.2025	Reissued under new version control system. Previous revision dates unknown.	J. Wade	J. Wade