



WADE

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Sustainability Policy

John Wade Groundworks Ltd
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Sustainability Policy

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Wade Group is committed to promoting sustainability. Concern for the environment and promoting a broader sustainability agenda are integral to our professional activities and our management system. We aim to follow and to promote efficient sustainability practice, to reduce the environmental impacts of all our activities and to help our clients and suppliers to do the same.

Our Sustainability Policy is based upon the following principles:

- i) To comply with, and exceed where practicable, all applicable legislation, regulations and codes of practice
- ii) To integrate sustainability considerations into all our business decisions
- iii) To ensure that all staff are fully aware of our Sustainability Policy and are committed to implementing and improving it
- iv) To minimise the impact on sustainability of all office and construction activities
- v) To make clients and suppliers aware of our Sustainability Policy, and encourage them to adopt sound sustainable management practices
- vi) To review, annually report, and to continually strive to improve our sustainability

Sustainability Objectives

Our objectives this year are:-

- 1) To further reduce pollution, site waste & the percentage of waste we send to landfill. This will reduce costs, reduce the environmental impact and enhance the green credentials of our business and our industry.

Relevance: Some 350m pollution incidents reported each year are caused by construction and around 20m tonnes of construction waste went to landfill in 2011.

- 2) To generate optimal value for our stakeholders by continually monitoring our competitors, ensuring a fair and reasonable price for our staff and suppliers.

Relevance: We rely heavily upon a healthy pool of competent staff and suppliers.

- 3) To benefit the local economy by monitoring the geographical spread of staff/suppliers and projects we select for consideration.

Relevance: Our industry needs to retain its staff, support the local economy and reduce travel miles.



Managing Sustainability

We continually identify and assess the environmental impact of all our activities (from accepting work, selecting suppliers, ordering materials, production to contract handover). The business case of escalating costs of materials and disposal of construction waste makes this impossible to ignore:-

- i) Potential environmental impacts are initially considered at pre tender stage and further assessed during the tender process.
- ii) Identified impacts then become part of our core business process and from there inform and impact upon all related management procedures e.g. risk assessments, method statements, schedules of work, site induction, management review, tool box talks, supplier selection / rating, purchasing.
- iii) Similarly, we have procedures for managing any unforeseen discoveries identified at any point in the life of the contract

Environmental Management

We have created our own Environmental Policy which is discussed with all employees during company induction. This policy forms part of our criteria for supplier selection & monitoring. It is read and understood by all suppliers & employees, ensuring that they are aware of their own responsibilities within it.

Concern for the environment is an integral and fundamental part of the Wade Group business strategy. Wade Group is committed to good environmental management practice and the prevention of pollution in connection with carrying out its own business operations.

We work closely with the relevant statutory bodies to meet all applicable legislation, regulations and contractual obligations and seek to make continuous improvements to reduce our impact on the environment.

In situations where waste removal is a necessity, we follow the waste hierarchy in order to decide which course of action to take. Where re-use is possible for soil or aggregates, we ensure to complete a WAC test beforehand. Whenever recycling is not a possibility, we endeavour to attempt to recover the materials wherever possible and remain resourceful within our endeavour to avoid landfill.

In the unlikely event of complaint, staff would report directly to our contracts manager, who would provide a solution and implement corrective procedures. Appropriate preventive measures would then feed into our systems. If this should not resolve the complaint, then this would be escalated to the Quality Manager.

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Signed:

A handwritten signature in black ink, appearing to read 'JJ Wade', is centered below the 'Signed:' label.

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



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