



CORPORATE SOCIAL RESPONSIBILITY 2018



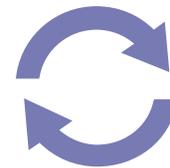
Our Commitment

Being socially responsible is integral to everything we do. We aim to make a positive difference to the communities where we operate and seek ways to assist them.

We prioritise the hiring and development of local people and work with local supply chains wherever we can. We are committed to minimising the impact of our activities on the environment by conserving resources, reducing waste and emissions, preventing environmental pollution and we work with our customers to provide the best environmental solutions.

Our Strategy

calfordseaden's Corporate Social Responsibility strategy focuses on four key areas and its success is the result of the collective endeavour of the whole company.



Operations



Environment



Community



Ethics



Operations

Consideration for the environment is at the core of all calfordseaden's activities and we are working to reduce any harmful impact of our business operations on climate change. We identify areas where there is an unnecessary use of 'energy' and where we can amend working practices to the benefit of the environment.



90% of the waste produced in our offices is recycled.



We have reduced our paper usage by 68%. As a result of our print only if necessary policy, and default double sided printing.



We have cut energy used in our offices by 64% through the use of VM computers.



Environment

calfordseaden believes the industry should take greater responsibility for the impact it has on the environment. We strive to achieve this by specifying sustainable materials whenever possible and designing with modern methods of construction. We are also champions of off-site manufacture and believe this method of construction delivers environmental benefits.

Our dedicated in-house team of Sustainability Advisors work closely with delivery teams to promote environmental sustainability. The Head of our Sustainability group, Dr Terry Keech, was shortlisted for Inside Housing's 'Green Social Housing Champion of the Year' Award and has recently completed a professional doctorate in the built environment.



Community

Giving back is a big part of our culture. We are actively involved with the charities, communities and environmental causes in our areas of operation and we are proud of our achievements.

calfordseaden is committed to the process of building sustainable communities by ensuring that employment opportunities, including those involving work experience and apprenticeships, are maximised and we incorporate training initiatives into our projects wherever possible. We work with local authorities and schools, attending careers events to provide advice and information on careers in construction.



Port Lympe Wild Animal Park

In September 2016, our staff spent the day volunteering for The Aspinall Foundation at Port Lympe Wild Animal Park. 160 members of staff were allocated tasks, ranging from painting the giraffe house, making toys for the animals, through to planting trees and shrubs in the animal enclosures.

We are the largest group that has ever volunteered at the park and were able to complete a huge amount of work that would have taken the keepers and volunteers weeks to complete.

A big thank you to the Aspinall Foundation and Port Lympe for allowing us to take over the park for the day and a huge thank you to the calfordseaden team for coming out in the pouring rain and helping to improve the animals' habitats.



Providing Opportunities

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Rescuing the Old Peckham Library

The calfordseaden Building Surveying team has been providing pro bono services for the planned refurbishment of the Old Peckham Library building to provide new premises for the Southwark Foodbank run by the Pecan charity.

The Pecan charity has been working in Peckham and the surrounding areas for over 26 years. Over the past few years this has included supporting the rising numbers of people who rely on the Southwark Foodbank to feed their families.

Southwark Foodbank is a joint venture between Pecan and various local churches and is one of the national network foodbanks established under the Trussell Trust.



Ethics



Relationships

The positive relationships we enjoy with our clients are fundamental to the success of our service and are the result of our ability to listen effectively, give people our time and take feedback.



Respect

calfordseaden acknowledges that one of its most important assets is our people and our investment in them is a fundamental part of our business philosophy. This commitment enables us to retain and attract new staff of the highest calibre, which is clearly beneficial to maintaining continuity in the service provided.



Modern Slavery

calfordseaden has zero tolerance to slavery and human trafficking and is committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.



Living Wage

calfordseaden is committed to ensuring fair and appropriate levels of pay and remuneration for all our employees. All of our staff members are paid in line with the recommended National Living Wage.

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