

## **Corporate Social Responsibility (CSR) Policy**

### **Our Objectives**

1. Make FML an employer of choice amongst Shropshire and the Midlands, to continue to attract the best young people who stay and grow with the Company. We shall also endeavour to provide Apprenticeships and Training Schemes to ensure that our staff have the necessary skills.
2. Improve our awareness of Health & Safety issues and reduce our accident rates via the implementation of Training Schemes such as the CITB Site Managers Safety Training Scheme and ensure that all our staff carry trade specific CSCS cards.
3. Deliver a high standard of customer service, introducing new procedures to improve the quality of our firestopping installations and to ensure that we deliver on time and on budget to ensure increased levels of customer satisfaction.
4. Improve our performance in terms of environmental management via the introduction of an Environmental Management System in accordance with the aim of gaining certification to the ISO 14001 standard.
5. Continue to invest in the community via voluntary fund-raising activities and sponsorships.

### **Our Staff**

All contracted members of staff are entitled to participate in the Company People's Pension Scheme.

As a UK based Company FML complies with all UK legislation regarding the minimum wage, working hours and underage staff.

### **Health and Safety**

FML is a keen protagonist of Health & Safety in the workplace. We undertake the appropriate actions to comply with Health & Safety best practice and legislation throughout our organisation:

- Our external Health & Safety Representative reports directly to the Board regarding the Company's compliance with Health & Safety legislation and the Company's own policies.
- A clearly defined Health & Safety policy is provided, relating to all our operations, both on development sites and within our offices.
- All site operatives must be trade specific CSCS card carriers or working towards.
- Compliance with Health & Safety legislation on-site is monitored through regular site visits from our external Health & Safety Advisor.
- All persons on site are inducted by our Site Management and required to wear the appropriate Personal Protective Equipment.

## **Our Equality and Diversity Policy**

FML is an equal opportunities employer and will not tolerate discrimination on grounds of gender, marital status, race, colour, nationality, ethnic or national origin, disability, sexual orientation, religious belief, trade union membership, or any other none job related criteria. FML has in place a full equal opportunities policy relating to bullying, victimisation and sexual harassment.

## **Environmental Impact Management**

FML take its' role in the environment seriously and always considers the impacts that our actions will have on the environment.


Where the procurement of timber is a necessity to meet customer requirements then we will always ensure that it is certified by the Forest Stewardship Council

We always work closely with the client prior to any development to ascertain the appropriate building materials and create a solution that harmonises with existing environmental features.

### *Waste*

Surplus material is re-used on our developments wherever possible in order to reduce transportation and eliminate the environmental impact caused by its disposal.

From 1<sup>st</sup> January 2014 FML has registered as a lower tier waste carrier with the Environmental Agency.

<b>Name:</b>	Mark Stone
<b>Position</b>	Director
<b>Date:</b>	3 <sup>rd</sup> January 2024
<b>Signature:</b>	
<b>Review:</b>	3 <sup>rd</sup> January 2025