

Horizon Specialist Contracting Ltd

Corporate & Social Responsibility Policy

Our Purpose

Established in 1993 by James Burns and Graham Farn Horizon Specialist Contracting Ltd specialises in Lightning Protection and Work at Height. Horizon's highly trained staff provide conventional and innovative solutions to working safely at height this includes, the design, installation, inspection and maintenance of lightning protection systems, Inspecting and repairing Industrial Chimneys, and the design, installation inspection of Fall Restraint safety lifeline systems.

We recognise our duty to operate responsibly within the spheres of influence that we hold and to manage our impacts on the community, environment, workplace, and marketplace. We are committed to developing sustainability within our company and this is reflected in our group of policies including our environmental and health and safety policies, CSR Policy, Carbon Reduction Policy, **Net Zero Plan** and Energy Management Statement. Our goal is to operate safely and deliver projects to a high standard that will meet the specifications of the client.

These Values and Commitments set out what is important to us in acting in a responsible and ethical manner.

We see this as a journey along which we will learn about our impacts and improve the way we operate within our business. Our Values and Commitments will therefore evolve over time. Implementation of these will be a team effort, but overall responsibility for implementation will rest with the Managing Director Leigh Holford.

We will discuss and review our progress each year including reviewing the relevance of our commitments. We will communicate progress with our employees and other relevant external interested parties through meetings and events.

Our Values

In delivering 'Our Purpose', we will nurture and enhance the following core values in all that we do:

- Safety: Make safety paramount for our employees and those who may be affected by our works
- Professional: In all our activities, communicating and consulting with all interested parties
- Teamwork: Work collectively to meet client and community needs
- Support: Our workforce in their wellbeing
- Trusting: Build relationships based on trust

Our Commitments

Workplace

We recognise that our employees are vital to the success of our business. We will therefore respect each individual by:

- Treating employees fairly, equally, with respect and rewarding loyalty and hard work appropriately
- Creating a workplace that is safe, healthy and secure and promote teamwork across all that we do
- Investing in our staff to ensure their continual development and ability to conduct their role with the appropriate level of expertise.

Customers

We will recognise and respect our customers own corporate responsibility commitments by ensuring that we deliver the highest quality **work to the standards within ISO9001:2015** and with an emphasis on safety, Horizon are ISO45001:2018 certified.

Delivering work to meet the requirements of the customer and use best practice techniques to ensure a high level of performance.

Suppliers

Our suppliers are critical to our success and reputation and we will work with them to:

- Ensure that they produce and supply to a specified quality or better to meet the expectations of our customers
- Build relationships to improve efficiency through the supply chain and minimise the negative impacts of goods, services, and operations across their life cycle
- Where possible, positively encourage the approval and use of Micro Enterprises and BME's within the supply chain
- Incorporate environmental and social considerations into the procurement of goods and services
- To ensure our suppliers and sub-contractors acknowledge that Horizon requires them to comply with statutory requirements of the Modern Slavery Act 2015 to ensure there is no modern slavery or human trafficking in their business. That they comply with ethical, equality, human rights and employment standards.

Community

We will aspire to be a valued part of the communities that we operate in by:

- Employing staff locally wherever possible;
- Using branches of nationally approved suppliers and other facilities that are local to our Client's work sites;
- Utilise Hotels, shops and recreational facilities in areas local to our works contracts when (as a guide) the works are located 80 miles or more from HQ.
- Provide a quality workplace and aim to train and develop people that show commitment to the work;
- Support community organisations, charities and events that are relevant to our employees and clients.

Environment

We will seek to reduce our impacts on the local, national and global environment that we operate in by:

- Working to our UKAS third party certification ISO 14001:2015 Environmental Management system
- Monitor and report the business emissions under scope 1,2 and 3 of Horizon's Net Zero Plan
- Aim to reduce fuel use in our company vehicles by regularly monitoring, set an annual MPG Target within the annual Objectives Targets & Improvement Programme
- To replace diesel and petrol vehicles in the Fleet with electric and hybrid company cars
- Record, Monitor and report on our Carbon Footprint
- Abide with Regional Emission Zone requirements
- Switch off Vehicles and Plant whilst stationary or not in use
- Maintain recycling objectives

This policy is grounded in the values and culture of our business and reflects our desire to manage our economic, social, and environmental impacts with excellence. We aim to regularly review this policy for its effectiveness and work towards a point where awareness of our corporate responsibility is embedded in the structure of the company and becomes an integrated part of management and business processes.

Louise Kerry-Armes



Business Director

Revised September 2023