



Underpinning and Subsidence Repair Techniques / Engineered Foundation Solutions / Retrofit Basement Construction.

ENVIRONMENTAL AND SOCIAL POLICY

Section 1: PURPOSE

The Association of Specialist Underpinning Contractors (ASUC) is committed to the goal of environmentally sound and sustainable development, and the conservation of nature and natural resources in the full range of its activities. The Association recognises that environmental and social sustainability is a fundamental aspect of achieving its outcomes. Therefore, projects that foster environmental and social sustainability are within the highest priorities of the Association's activities. These are to be undertaken simultaneously with continual improvement of the Association's management systems, the accessing of specialist knowledge and introduction of state-of-the-art and internationally proven technologies. Minimization and mitigation are key in dealing with environmental and social issues; where necessary, restoration and enhancement are also to be undertaken.

Section 2: SCOPE

2.1 ASUC's Role and Responsibilities

- ASUC accepts responsibility for the harmful effects its operations have on both the local and global environment and is committed to reducing them.
- ASUC will measure its impact on the environment, and set targets for ongoing improvement.

2.2 ASUC's Commitments

- ASUC will comply with all relevant environmental legislation. The Association will aspire to be precautionary in its approach to the protection, conservation, management and sustainable use of living natural resources.
- ASUC will implement a training program for its staff, in order to raise awareness of environmental issues and enlist their support in improving the Association's performance.
- ASUC is committed to respect for human rights and will require clients members, in their business activities, to respect human rights, avoid infringement on the human rights of



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others, and address adverse human rights risks and impacts caused by their business activities.

- ASUC believes that gender equality is a fundamental aspect of a modern, well-functioning economy and democratic society, and is committed to preventing gender discrimination and to promoting gender equality.
- Adjacent to this is ASUC's commitment to equality and diversity as part of a modern, well-functioning economy and democratic society; this is covered in the Equality and Diversity Policy below.
- ASUC will encourage the adoption of similar principles by its suppliers.
- ASUC is committed to the principles of transparency, accountability and engagement, with regard to the principles outlined in this document.

Section 3: ENVIRONMENTAL AND SOCIAL PERFORMANCE REQUIREMENTS

ASUC has adopted a comprehensive set of specific Performance Requirements (PRs) for key areas of environmental and social sustainability. Central to the PRs is the application of the mitigation hierarchy and good international practice.

- Assessment and Management of Environmental and Social Risks and Impacts
- Labour and Working Conditions
- Resource Efficiency and Pollution Prevention and Control
- Health, Safety and Security
- Biodiversity Conservation and Sustainable Management of Living Natural Resources
- Cultural Heritage
- Information Disclosure

Section 4: EFFECTIVE DATE

This policy becomes effective on 1 January 2022.

Section 5: ACCOUNTABILITY AND RESPONSIBILITY

Lauren Fairley is accountable for this Policy.



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Lauren Fairley is responsible for this Policy.

Section 6: REVIEW

This policy shall be subject to review by 1 January 2023.



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EQUALITY AND DIVERSITY POLICY

Section 1: PURPOSE

The Association of Specialist Underpinning Contractors (ASUC) is committed to encouraging a supportive and inclusive culture amongst the whole workforce. It is within our best interest to promote diversity and eliminate discrimination in the workforce. ASUC's aim is to ensure that all employees, job applicants, members and clients are given equal opportunity and that the Association is representative of all sections of society. Each individual will be valued and respected.

Section 2: SCOPE

2.1 ASUC's Role and Responsibilities

- ASUC accepts responsibility for promoting equality and diversity in its workplaces and amongst its membership. The Association values each individual, and is willing and prepared to fulfil their needs, to support them, and to combat discrimination.
- ASUC will monitor this, and set targets for ongoing improvement.

2.2 ASUC's Commitments

- ASUC commits to safeguarding those who may face inequality or harassment due to one or more of the nine protected characteristics, as protected from discrimination under equality legislation in the Equality Act (2010). These are:
 - Age*
 - Disability*
 - Sex*
 - Sexual orientation*
 - Race*
 - Religion or belief*
 - Gender reassignment*
 - Marriage or civil partnership*
 - Pregnancy and maternity/paternity*



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- This policy reinforces ASUC’s commitment to providing equality and fairness to all, and not provide less favourable treatment on the grounds of age, disability, gender reassignment, marriage or civil partnership status, pregnancy and maternity/paternity, race, ethnic origin, nationality, national origin, religion or belief, or sex and sexual orientation.
- ASUC is opposed to all forms of unfair and unlawful discrimination.
- ASUC commits to a work environment that promotes dignity and respect for every individual.
- ASUC will not tolerate any form of intimidation, bullying or harassment, and to discipline those that breach this policy.
- ASUC commits to encouraging anyone who feels that they have been subject to discrimination to raise their concerns, so that the Association can apply corrective measures.
- ASUC will regularly review all of its employment practices and procedures, so as to ensure that fairness is maintained at all times.

Section 4: EFFECTIVE DATE

This policy becomes effective on 1 January 2022.

Section 5: ACCOUNTABILITY AND RESPONSIBILITY

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