



CORPORATE SOCIAL RESPONSIBILITY & SUSTAINABILITY STATEMENT 2024

Marchington Stone Ltd is an independent, family-owned quarrying company and specialist supplier of aggregates, roadstone, sand, soil, gravel and block stone to the construction and civil engineering industry throughout Great Britain.

Our team manages an extensive haulier network to deliver our loose products to customers. We also supply a full range of materials in small or bulk bags.

We are proud to be a longstanding business committed to both responsibly and sustainably meeting our customer's needs without compromise to our employees, our stakeholders or our planet. Through our collective actions we embed a culture of doing the right thing at Marchington Stone.

Our commitments:

Employee focus

We aim to be an employer of choice and recognise the contribution our employees make to our success.

- We are keen to employ talented people from within our local areas of operation and comply with all relevant legislation
- We continually seek to improve our Health and Safety Management System and maintain certification to **BS ISO 45001:2018** to help ensure our employees work from a safe location that supports abilities & wellbeing
- We always treat our employees with dignity & respect
- We provide our employees with a contract of employment, job description and structured induction
- Our employees' annual earnings are above the National Living Wage with an additional benefits package including responsible investment-based pension and life insurance
- Our management team operates an open-door policy to encourage a culture of collaboration & trust
- All employees have ongoing opportunities for learning and development to succeed in their role and address career aspirations
- All employees receive awareness training in key business policies and procedures with refreshers at regular intervals. This includes anti-bribery, modern slavery and financial crime

Customer focus

We aim to-deliver customer satisfaction through our competent & capable team.

We are **BS ISO 9001:2015** certified for our Quality Management System which supports our strong focus on supplying quality products and services.

We listen to and are able to assist customers to determine cost effective product options for their intended application.

Our products meet Specification for Highway Works / BS EN standards where applicable, and we can provide grading certificates and technical data on request. We work closely with the producers of the materials we supply and use UKAS accredited testing laboratories to prove material quality and suitability.

We undertake due diligence on our contractors and haulier partners to minimise risk in our supply chain. Once onboarded, we build mutually beneficial relationships and monitor performance to ensure we meet our required service levels. We pay all our suppliers and hauliers on time.

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Community focus

We are happy to support our local communities where we live.

We aspire to improve social, economic and environmental wellbeing. Our support ranges from sponsorship of local schools and community group events, matched fundraising for charities close to the hearts of our staff throughout the year & ad hoc support.

During 2022 and 2023 we:

- Helped a local church fund remediations following damage caused by a falling tree in the churchyard during period of heavy storms
- Participated in charity events for the Alzheimer’s Society and Macmillan Cancer Support
- Opted to make charity donations in lieu of an office Secret Santa and Christmas cards to
 - Francis House Children’s Hospice,
 - Young Minds – a mental health charity for children, young people & their parents
 - The Gem Foundation - stage4deserves more – Prostate Cancer UK
 - The Cherry Tree Project - a local youth led community loving project
- Installed habitat boxes around our office location to help local wildlife conservation
- Planted the seeds of a plan to introduce wildflowers around our office location to improve local biodiversity and enhance ‘a nice place to work’ for our employees
- Made various donations of money and materials to other charitable causes

The wider construction industry is also important to us, and we support The Lighthouse Construction Industry Charity which provides emotional, physical and financial wellbeing support to construction workers and their families.

Environmental focus

We aim for continual improvement in our environmental performance to move us toward becoming a net zero business.

We maintain **BS ISO 14001:2015** certification for our Environmental Management System and strive to minimise the environmental impact of our business activities. We set defined environmental targets and work as a team to achieve these and pro-actively manage our performance.

We adopt a ‘prevent, reduce, re-use, recycle’ approach to our waste, and ensure the correct disposal of all remaining materials.

What we are already doing:

Our modern head office is fossil fuel free. We operate with electricity from 100% renewable sources and incorporate energy saving design.

We minimise pollution by ensuring our workplace transport and plant operations are as fuel-efficient as possible through planned preventative maintenance and service. Our fleet includes hybrid and fully electric vehicles and our charging stations are supplied with 100% renewable source electricity.

Our haulier network is managed to optimise least cost routing & minimise empty running.

We are a FORS supporter which encourages good practice in fleet safety, efficiency and environmental impact.

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We utilise responsible waste service providers who dispose as follows:

- Paper & card –100% is diverted from landfill and is recycled
- General waste - 100% is diverted from landfill and is used to generate electricity
- Glass, tin, plastic – recycled where possible
- Hazardous – recycled, organic composting or digestion, refuse derived fuel, treated & landfill if no other option
- Hygiene – 100% is diverted from landfill and is used to generate electricity

We email customer invoices wherever possible to avoid hard copy in post and we are investing in a document management software and workflow solution to provide electronic POD's and invoices.

We have a companywide sustainable purchasing policy that takes a whole life cost approach whilst also considering environmental, social & ethical impacts. We will:

- Purchase from ethical and sustainable sources locally where possible
- Buy energy efficient products
- Buy environmentally friendly products to minimise use of hazardous chemicals
- Buy recycled products when appropriate
- Ensure packaging and used goods are disposed of in an environmentally friendly way
- Comply with current legislation and anticipate future requirements

We have best practice guidance in place for purchase of energy, IT equipment, IT consumables, office furniture, stationery, paper, cleaning materials, paints, food, transport & recycling.

Our environmental footprint is constantly evolving and we are engaged to adapt our current activities further to meet the requirements of the Greenhouse gas protocol on reducing emissions in line with scopes 1,2 and 3. We have established our carbon footprint and will identify & plan action against our biggest improvement opportunities to support our ambition of becoming a net zero business.

See appendix 1 'Our Roadmap to Net Zero'

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