

# Community Policy

Thomas Vale, by nature of our activities, will have a major impact on the local communities in which we operate and we will always aim to provide tangible and sustainable benefits and enhancements wherever we build. This Community Policy forms an integral part of our overall Policy on Corporate Social Responsibility (CSR).

**We are committed to:**

- Being a responsible corporate organisation, and serving the community by providing products and services efficiently and profitably, with genuine training and employment opportunities.
- Contributing to the economic well being and social development of the communities.
- Safeguarding and enhancing the local environments within the communities in which we work.
- Encouraging employees to participate in Community and Civic Affairs.

**In support of this:**

- Our projects will be designed as far as we can influence to be in keeping with local surroundings, utilising local materials and considerate of local architecture and styles. We aim always to deliver a product and service which exceeds clients' expectations
- Where we are able we will always proactively seek the views of the communities where we work and to give them an opportunity to consult and contribute to the development with us.
- We seek to minimise any nuisance to neighbours; construction teams and our employees are encouraged to be courteous and responsive to all enquiries received. We will always provide contact points for those who may have questions or concerns. This will be undertaken and co-ordinated by Client Liaison Officers, or other appropriate persons working in accordance with Company Best Practice and The Considerate Contractors Scheme Guidelines.
- We will work within current legislation in respect of current Environmental legislation and look to enhance the natural environment and safeguard habitats of local wildlife.

As a leading Midlands based organisation we recognise our responsibility to maintain and improve the standards of our industry and constantly raise the image of the sector.

- We aim to enhance the economic prosperity of the communities in which we operate through the employment of local workforces and suppliers.
- We provide support and encouragement to our employees to involve themselves in a wide range of activities throughout the Midlands, such as charities, sponsorship, universities, colleges, schools, community groups or by participating in local business improvement groups sharing knowledge and experience.

Approved by SA Hyde, Managing Director (April 2007)

