

Our policies

The management and staff of HEB Construction are committed to the following company policies:

Health and Safety

Our commitment:

To provide a workplace that is healthy and safe. In doing so, we will comply with all relevant legislation, codes of practice and regulations.

Our health and safety culture actively encourages the engagement and participation of all employees, to openly discuss and consult on health and safety matters. A programme is in place to ensure that all workplace hazards and associated risks are effectively managed.

Induction, training, planning, risk assessment and project monitoring are used to ensure that our health and safety processes are suitable for their intended purpose. Any accident or incident is reported to the supervisor or manager, with appropriate investigations conducted to prevent recurrence.

Quality

Our commitment:

To achieve quality outcomes in everything we do. We know that the quality of our work defines us and we take pride in satisfying the requirements of our customers and their stakeholders.

We communicate the importance of quality to our employees through engagement, practical examples and training.

Through direction and support, we strive to ensure that each employee has a proper understanding of our quality process, their responsibility to contribute to its effectiveness and its direct relevance to the success we all share.

Environmental

Our commitment:

We strive to be recognised and respected as a leader in the way we care for and protect the environment. We will make measurable improvement year on year in preventing and reducing pollution and waste. We will develop our carbon reduction initiatives, promoting a transition to renewable energies. We will protect biodiversity and manage the efficient use of natural resources.

We will meet these commitments by attracting, developing and retaining great people. We will collaborate with our stakeholders and communities through civic engagement, delivering our services in a sustainable and ethical way.

Our promise:

We promise to provide a highly collaborative service that continually strives to:

- Send everyone home safely, every day
- Make employment within HEB 'more than just a job' for our staff
- Add value to our customers
- Actively encourage innovation
- Demonstrate our culture of pride in the work we do

These commitments are based on the use of management systems that are founded on an established set of company objectives, which are measured and reviewed within a process of continual improvement.



Derrick Adams, CEO

1 March 2019