



Responsible Sourcing Policy Statement

SAFEGUARDING A SUSTAINABLE FUTURE

Plasmor is the UK's largest manufacturer of aggregate building blocks and a leading supplier of concrete block paving products.

Sustainability is the greatest challenge facing the architectural, building and building supplies industries at the moment. Plasmor recognises sustainability as the provision of a quality built environment whilst satisfying economic growth, environmental protection and social progress all at the same time.

Sustainable development in the built project/environment should meet the needs of the present without compromising the ability for future generations to meet their own needs. Design, specification and construction should minimise the use of energy and water, use materials that are environmentally benign, use recycled components and materials and minimise waste and pollution.

We ensure that we source, extract and manufacture our materials in a responsible and sustainable way. We engage with a carefully selected supply chain who are expected to comply with our rigorous standards of responsible sourcing and share our sustainability objectives. By working closely with our chosen suppliers to promote responsible practices throughout the supply chain, our customers in turn can be confident in sourcing responsibly.

ECONOMIC GROWTH

Ethics

We operate to the highest standards of corporate governance and business ethics. We act with integrity in all our business transactions and operations. We are open, transparent and fair in our communications and dealings with our business partners and colleagues, encouraging loyalty and team working in order to achieve the objectives of the Company.

Legal and Business Practices

As a minimum, we comply with the law and other regulatory requirements applicable to our business.

We operate Management systems for continual business improvement and adopt a systematic and integrated approach to all aspects of our business including commitment to compliance with the requirements of BES6001, ISO19001, ISO14001 and the CE certification marking schemes relevant to our products. By fully documenting environmental, health and safety, quality management and sustainability and responsible sourcing systems we may challenge any shortfalls or gaps thus ensuring key materials and processes used to manufacture our products are traceable.

As a part of our management systems, legal compliance is measured, documented and reported. Correspondence including complaints and prosecutions are required to be kept, risks identified and objectives and targets set.



Anti Bribery Policy

In pursuance of our highest standards of ethical conduct and integrity in our business activities we operate an anti bribery policy. This policy outlines the Company's position on preventing and prohibiting bribery by, or of, its employees, agents or consultants or any person or body acting on its behalf. Senior management is committed to implementing effective measures to prevent, monitor and eliminate bribery. A copy of our policy is available on request.

Contribution to the Built Environment

As the leading supplier of aggregate building blocks Plasmor recognises the need for continuing innovation in the furtherance of sustainable, low energy building design, constructed using sustainable materials. Our concentration on production with reduced energy and water consumption, using higher proportions of reclaimed or recycled materials and delivered to market by the most environmentally sensitive means, satisfies this ambition. By using sustainable materials, the built project and its environment can provide sustainability in longevity and economy, improve sustainable performance throughout the product lifecycle in other words be built to last.

Plasmor shall continue to innovate and provide sustainable construction materials by providing market leading solutions and build a profitable and sustainable business.

Supply Chain Management

We engage with our key strategic suppliers to deliver sustainable policies and practices to deliver mutually beneficial ethical, economical and environmentally sustainable business partnerships. We communicate and review the credentials of our supply chain in accordance with the established principles of our responsible sourcing policy. We ensure our suppliers possess the necessary controls, process and management systems in place against which we assess them and challenge non-compliance where necessary.

Financial Stability

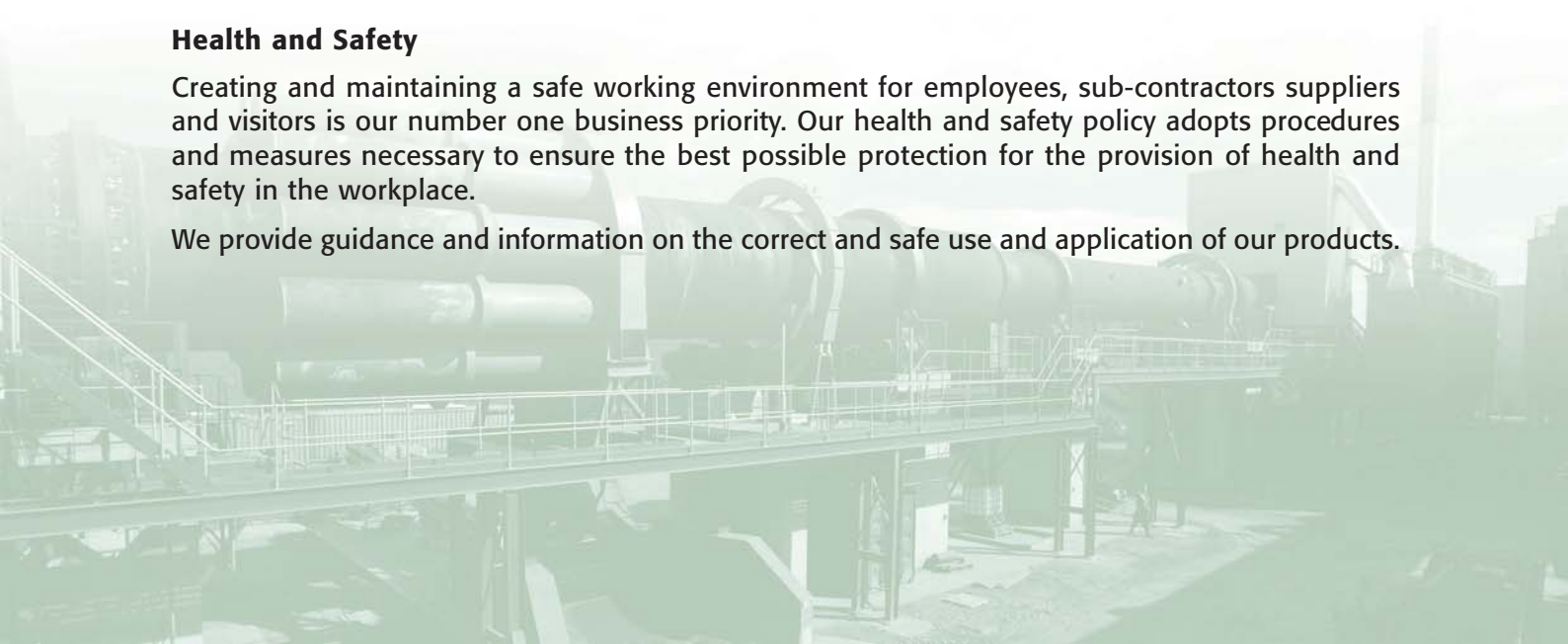
Business is conducted on a sound financial basis, carrying strong reserves enabling continual capital investment facilitating continued organic growth. Investment in capital, environmental and social initiatives provide sustainable employment and economic growth.

SOCIAL PROGRESS

Health and Safety

Creating and maintaining a safe working environment for employees, sub-contractors suppliers and visitors is our number one business priority. Our health and safety policy adopts procedures and measures necessary to ensure the best possible protection for the provision of health and safety in the workplace.

We provide guidance and information on the correct and safe use and application of our products.





Employment and Skills

We value our workforce and strive to provide stable employment, ensuring our staff have the necessary training, support and personal development to maximise their contribution to the business and personal job satisfaction and ambition. Annual employee appraisal is conducted.

As an ethical and responsible employer Plasmor respects all prevailing human rights, labour practices and fundamental rights at work regulations and refrains from any form of discrimination.

Community and Stakeholders

We identify and consult with our local community stakeholders affected by our operations.

Building strong relationships with the communities in which we operate enables us to inform people of our activities. We engage with our neighbours with honesty, integrity and respect and attempt to demonstrate loyalty to local communities through providing local employment opportunities and local procurement of goods and services. Annually we support many local charities and community organisations.

ENVIRONMENTAL PROTECTION

Climate Change and Energy Conservation

Plasmor have adopted a continuous programme of energy efficiency and carbon reduction initiatives including the use of alternative fuels, waste and re-cycled materials in the generation of heat and power for the Company's consumption.

Throughout the Company, all energy generation and product curing equipment is being systematically replaced or modernised with the very latest sophisticated energy efficient equipment.

Continual research and development is undertaken into new product development contributing to low energy building design and sustainable construction, satisfaction of Building Regulations and the Code for Sustainable Homes requirements and securing long life cycle, future-proofed development.

Water Consumption

Together with energy conservation, we employ a water management system reducing process consumption by re-cycling, harvesting and storage, thus conserving mains water.

Natural Resources, Sustainable Consumption and Site Stewardship

We are resolute in our commitment to use the maximum volume of waste, re-cycled and industrial bi-product raw materials that substitute the extraction of primary aggregates. Where used, extracted raw materials are used efficiently, safely and sustainably in order to protect the environment, conserve finite resources and protect wildlife. All Plasmor production plants are strategically located close to traditional sources of raw material, thus reducing long road transfer of materials. Where raw material journeys of 40+ miles are necessary, wherever possible, rail and inland waterway transport is utilised. With respect for the biodiversity of our sites, protection is afforded to wildlife, flora and fauna. All exhausted sites have comprehensive restoration plans exercised in consultation with the appropriate authorities.

Waste Management

Our waste management plan ensures maximum waste prevention, energy/water recovery and re-use and all waste/reject materials derived from the production process are re-cycled and reused in production with nil waste to landfill.

Transport and Packaging

Plasmor acknowledges the environmental impacts of transportation and adopts transport strategies to reduce road haulage and maximise rail and water transport of both raw materials and finished products.

All production plants and distribution depots are strategically situated close to densely populated conurbations which constitute the key markets for the company's products thus minimising LGV lorry movements.

We are committed to the continuing use of rail transport. 18% of Plasmor finished product is delivered daily by rail transport reducing LGV lorry movements by up to 50 per day.

Continual investment in and modernisation of the LGV fleet ensures all replacement vehicles are specified and equipped to the latest European Emissions Standards.

New product development is concentrated on providing ever lighter products with resulting larger transport payloads and therefore reduced environmental impact by vehicle movements.

Plasmor products are presented to market with minimal packaging. All packaging materials are bio-degradable or recyclable.



J A Slater
Managing Director

Plasmor Group of Companies
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