



CSR STATEMENT

2019



Building a Sustainable Future

Overview

Running a business in a responsible manner is essential for the continued development of a sustainable business for present and future generations. At Kirby, we believe that Corporate Social Responsibility (CSR) goes well

beyond our environmental impact. It is about incorporating our values into our workplace, the community, the market place and the supply chain in which we operate in.





Our Aim

The aim of Kirby CSR Statement is to provide a clear understanding of how we, as a company, recognise and manage the influence we have on our stakeholders. This statement provides the framework for sustainable and ethical business operations.

As a company, we strive to work together with our marketplace, to ensure that our activities promote long term sustainability, while minimising our impact on the environment. Our systems and processes support this goal through our EN ISO 14001 accreditation. We work closely with our design team partners and supply chain to identify and install products and services of the highest sustainability credentials. In addition, we hold EN ISO 9001 accreditation, the Q Mark Standard (part of the European Foundation Quality Management Framework) accreditation and Achilles UVDB accreditation, all of

which are externally audited annually and involve appraisal of our CSR efforts.

Our Innovation Management Process and Competitive Strategy Maps, which are produced internally on an annual basis, provide a structure for encouraging continuous improvement. We also conduct internal quality audits of our support functions and projects, through our team of certified ISO 9001 QMS auditors, to ensure regulatory compliance in the regions we operate in. KPIs are used to periodically measure progress of our targets and are reported on annually.

Corporate Social Responsibility is an important part of our business. With that in mind, we aim to carry out our business operations in a manner consistent with best practice as follows:



1


THE ENVIRONMENT

Kirby is committed to ensuring that its business activities do not result in the pollution of the environment. At Kirby, we endeavour to educate each employee of their potential environmental impact, whilst carrying out their duties. We seek to minimise waste production, to encourage the recycling and reuse of materials where practicable, and to conserve energy where possible.

2


THE WORKPLACE

As a member of the engineering and construction industry, the health, safety and welfare of each employee is a priority that we must get right every time. We commit ourselves to develop each staff member as far as possible. Kirby supports staff who wish to undertake further training programmes, certificates, diplomas or degrees. Kirby is committed to fair and ethical recruitment practices and sources local labour where possible. We ensure equal opportunities exist for all and that a good work-life balance is promoted amongst all personnel. Our commitment to a positive, supportive workplace environment has been recognised with a gold accreditation against the Investors in People Standard.

3


THE COMMUNITY

Kirby is a key stakeholder in our local communities and therefore shares some of the same concerns that others have within these communities. We continue our commitment through ongoing participation in local and national initiatives that promote social diversity and social inclusion within these communities. Furthermore, we continue to develop our relationships with third level institutions to deepen our community integration.

4


THE MARKET PLACE

Kirby has built a strong reputation based on professional competence and respect in relation to client confidentiality. We endeavor to engage with all our stakeholders in a responsible manner and to obtain feedback from our clients so we can continually improve. We constantly track the external work environment and ensure adherence to any regulatory changes.

5


THE SUPPLY CHAIN

Kirby endeavours to procure products and services through a partnership approach ensuring best value and sustainability. We also work with our supply chain to ensure further value can be created and shared for the benefit of our customers and other stakeholders. We have made a commitment to ensure our suppliers, customers, and business partners fully understand and engage in our approach to overall business sustainability and share our responsibility towards the environment.



Our Commitment

Kirby recognises that commitment to CSR practices requires developed leaders. The Board of Management at Kirby ensure that our CSR Statement is introduced and communicated to each employee on a regular basis through the Directors, associated Line Management and is available on our intranet system. It is the responsibility of every employee to ensure they understand our CSR Statement, so as to make sure they can comply with it now and in the future. Our HR Department continues to work closely with our

Senior Management, who are involved in support and actual delivery of sustainable construction, to find creative ways to weave a culture of sustainability and corporate responsibility into the fabric of our company.

Should any employee have any questions regarding CSR practices, or whether their conduct is within the boundaries of these practices, they should consult with their direct Line Manager or with our HR Department.