

### Work responsibly

#### Clients and quality

We will be ISO9001 accredited.

We will obtain client feedback at least annually and aim to achieve an average score of at least good or excellent.

#### Sustainable advice

We will recommend sustainable technical solutions to maintain and improve soil, groundwater quality and control ground gas emissions.

#### Safe and considerate on site

We will keep our employees, sub contractors and the public safe. Our aim is to be incident and injury-free with zero RIDDOR accidents.

We will always seek to minimise the impact we have on the environment. Sustainability will always inform our technical and commercial decisions.

#### Managing resources

We will calculate our CO2 emissions annually and agree an action plan to reduce this year on year.

We will look at ways of becoming carbon neutral within the next 5 years.

### Engage with our community

#### Opportunities for engineers at the start of their career

We will aim to recruit at least one university graduate per year on our 'Route to Chartership' programme. We currently have 8 engineers on the programme.

We will also offer a 1 year industrial placement for under-graduates from a local university.

#### Encouraging the next generation of engineers

We will increase the profile of geotechnical engineering and women in engineering by being part of the NYCEP programme in local High Schools.

#### Volunteering

We will encourage and support our employees to volunteer in the community.

#### Charity

We will encourage and support our employees to take part in charitable endeavours.

### Value our people

#### Commitment to training and development

All our employees (technical and non-technical) will achieve annual CPD targets.

All our engineers will be encouraged to take part in our 'Route to Chartership' training programme.

Employees showing leadership potential will take part in our Associate Director Development Programme.

#### Health and wellbeing

Our rural offices are ideal for cycling to work and other outdoor activities.

We will provide mental health and wellbeing training and programmed sessions to support healthy lifestyles.

#### Inclusive, diverse & nurturing

Our aim is to recruit the best. In doing so we will always be mindful of creating an inclusive and diverse environment.

All our employees will have the opportunity to join our EMI share scheme.