



## **RESPONSIBLE SOURCING AND SUSTAINABILITY POLICY**

Lynx Precast takes an integrated approach to all our business processes and has therefore adopted a single sustainability policy, which is regularly reviewed for continuing suitability and appropriateness.

Concern for the environment and promoting a broader sustainability agenda are integral to Lynx Precast professional activities and the management of the organisation.

Lynx Precast provides employment and economic activity, especially in the local community and builds our business on the basis of responsible practices. We encourage our employees, contractors and supply chain to operate in accordance with these practices and we actively engage with our customers, communities and other stakeholders to promote their wider adoption.

We value our workforce and by recruitment, selection and development of employees, contractors and suppliers, ensure that they are appropriately skilled, trained and competent to carry out their roles; we assess the competencies of all personnel within our company, and strive to bring the best out in all our employees by introducing various training and awareness initiatives.

We engage with our stakeholders to encourage innovative development of our products and manufacturing systems to continually improve sustainable performance throughout the product lifecycle and build a profitable and sustainable business. We take case studies from other leading precast concrete companies to ensure best practice for all areas of work that we undertake.

### **Management systems**

We adopt a systematic and integrated approach to all aspects of our business and are committed to compliance with the requirements of ISO 9001, ISO 14001, BES 6001 and ISO 45001 through a combination of all accreditations Lynx Precast is striving to be as sustainable as possible in the products produced and the staff that we employ.

### **Legal and regulatory compliance**

As a minimum, we determine any legal and other regulatory and compliance obligations applicable to our business and evaluate fulfilment of those obligations to ensure we are compliant in all the work we undertake. We operate with transparency and record and report all complaints and prosecutions and associated corrective actions.



## **Ethics**

Lynx Precast are committed to ensuring that the activities undertaken by the business are done so in an ethical way, to protect all our suppliers, subcontractors and customers. We believe that all human rights should be observed for all personnel in regards to race, discrimination, labour, sexual orientation, disability, community affiliation, gender or age.

The company will aim to ensure that all materials are responsibly sourced, that all human rights are respected and that the Health, Safety and Environmental standards are adhered to at all times.

## **Transport**

We are committed to reduce the amount of carbon emissions produced from the transportation and supply of our products and services. We aim to ensure that transport is planned in a way to ensure efficiency. We have invested heavily in electric mobile plant vehicles used internally within our manufacturing locations. We support our employees to reduce their travel related carbon emissions by encouraging the use of virtual meeting technology to reduce business mileage. We also promote the selection of lower carbon emission company vehicles.

## **Continual improvement**

Lynx Precast are committed to continually improve performance and to develop our integrated quality, environmental and safety management system processes and activities. We maintain a documented framework for setting, implementing and reviewing objectives to drive forward these improvements.

## **Prevention**

Lynx Precast strive for the prevention of injury, ill health, pollution and non-conforming products; the minimisation of environmental harm, and the fair treatment of our employees and everyone in our supply chain.

## **Procedures and work practices**

We incorporate safety, health, environment, quality and responsible sourcing in the following business processes:

- design, selection and installation of plant and equipment
- management of suppliers and services
- identification of customer needs
- supply of products and services to meet or exceed customer expectations
- development of rules, standards and procedures to manage the relevant business operations.
- provision of information and assistance to those who distribute, use, recycle or dispose of our products
- recruitment, induction and development of skilled, competent employees, contractors and suppliers



- consultation and involvement of employees, their representatives, contractors and suppliers
- provision of welfare facilities
- reporting and investigation of incidents, near misses, hazards and non conformances
- operation and maintenance of plant and processes
- development and testing of emergency procedures
- management and supervision of practices and performance

### **Local communities**

Lynx Precast is committed to the highest standards of corporate social responsibility and creating positive relations in the local and wider communities in which it operates.

We seek to make a positive contribution to the social and economic development of the communities in which we operate through local employment and use of local businesses and services where appropriate and practical to do so. The business also works directly with local charities, community groups and local junior sports teams to provide social and economic resources to build effective long-term partnerships.

### **Climate protection Energy use and Carbon emissions**

We endeavour to measure and monitor our carbon emissions and energy use within our operational control, and will set targets for the reduction of carbon emissions and aim to reduce our use of fossil fuels by seeking alternative and renewable energy sources. Where appropriate to do so, we will investigate the use of more energy efficient plant and equipment and processes. We will promote and encourage best practices in sustainable construction, including use of a life-cycle approach.

### **Environmental stewardship/ resource and waste management**

We are committed to the principles of environmental stewardship and seek to apply these throughout our operations and our supply chain. We are continuously striving to introduce new working procedures and processes to minimise the amount of waste generated, reduce all emission levels, and to continuously strive to improve production that does not compromise the environment.

We adopt the waste reduction hierarchy of waste prevention, reuse of materials, recycling, and energy recovery wherever possible, to minimise waste disposal and maximise productivity. We use water efficiently and safeguard this resource by recycling where possible to reduce consumption and protect water quality in the natural environment.

### **Monitoring, auditing, reporting and review**

We routinely audit the performance of our business in accordance with recognised standards and methods. We review the credentials of our supply chain for constituent materials in accordance with the principles of responsible sourcing. We respond to non-conformances



against our standards and we implement a thorough management review process annually to ensure we meet our objectives and targets.

### **Responsibility**

The resourcing and implementation of this policy is the responsibility of our management team. Co-operation and engagement of all relevant stakeholders in the effective implementation of the policy is a condition of employment, partnership and supply.

This policy is communicated to all Lynx Precast employees and those working on our behalf. It is also available for other interested parties on our website. Every employee is expected to work in accordance with the commitments set out in this policy.

This policy will be reviewed, as a minimum, annually.

Andy Teasdale, Paul Cutler (Managing Directors)

Signed:  

Date: 1<sup>st</sup> April 2024