



Ethical Policy Statement

Putney & Wood Limited is committed to doing business in a way that puts relationships with people first. Fundamentally, it represents a promise to all Putney & Wood's stakeholders, including employees, clients, suppliers and the public that the company will, to the very best of its ability, to work in an open and honest way to nurture trust and long-term partnerships that work to the mutual benefit of all those concerned.

In a sector that can be characterised by its adversarial supply chain relationships, Putney & Wood has embraced a new way of working where partnering, openness, and integrity are key, result in the creation of motivated project teams that pull together as one. As well as this, the company has a full commitment to delivering its obligations to the highest quality.

As well as people Putney & Woods's ethical approach extends to process and the way in which our works are constructed. The company is keen, wherever possible, to utilise materials, products, systems and techniques that have a reduced impact on the environment.

Putney & Wood's ethical policy embraces the following commitments:

- Actively encouraging repeat business with key suppliers to nurture quality, trust and good relationships.
- Delivering the highest quality which offers value for clients and end users.
- Establishing favourable payment terms with all suppliers and guarantee on-time payment.
- Encouraging open dialogue among suppliers and employees, supported by knowledge sharing and ongoing communication.
- Promoting an inclusive and pleasant working environment and ensure that no applicant or employee receives less favourable treatment on the grounds of gender, marital status, race, colour, ethnic or national origin, religion, sexuality, disability and without arbitrary restrictions in respect of age.
- Encouraging skills development at all levels and to meet all needs.
- Work towards an incident free environment by striving for the best health & safety standards supported by comprehensive reporting system.
- Promoting and encouraging mutual respect for people involved in the operational activities and in the communities.
- Maximising local supply chains to ensure Putney & Wood can build up a trustworthy, reliable team within reasonable geographical proximity.
- Minimising pollution, reducing waste and CO² emissions and aiming to recycle as much waste as possible.
- Working with customers, designers, and specifiers to encourage best practice and innovation to help deliver a more sustainable environment.

The co-operation and involvement of employees at all levels is essential for the effective implementation of this policy. Putney & Wood will review and revise this policy as often as may be appropriate.

Barry W Putney
Putney & Wood Ltd
Managing Director

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PUTNEY & WOOD LTD

The Stonework Contractor | Contemporary | Traditional



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