



Sustainability Policy



Policy

Hayward Services Limited recognises that we must respect the physical environments and the societies in which we operate. Environmental and social responsibilities are, therefore, central to the success of our business and, indeed, we believe that by addressing them we can enhance the value of our business.

We are intent on achieving a culture within the company where sustainability is a common goal, developing a progressive sustainability strategy and making a positive contribution to the long-term physical, social and economic fabric of the communities to which we are connected via business activities.

This policy works in partnership with the following documents (which are available on request):

- Environmental Policy
- Environmental Management System
- Training Policy
- Health & Safety Policy & Statement
- Equality & Diversity Policy

This policy sets out the key principles that are the driving force behind the Hayward Services Limited sustainability strategy, which is at the very heart of our activities.

In particular, we aim to:

- Improve the quality of life for our employees and communities affected by the company's business through staff training and the exercise of corporate social responsibility
- Make efficient use of natural resources and consider the long-term environmental impacts of our operations
- Achieve a year-on-year improvement in sustainability objectives, including material recycling, energy conservation and waste reduction
- Influence, where possible, our clients to consider the whole-life energy performance of the business which we are involved
- Develop successful partnerships with our customers and the local communities into which we supply services
- Work with our customers to develop sustainable relationships
- Ensure that employees are:
 - Treated fairly
 - Encouraged to develop their skills, including their awareness and understanding of sustainability issues, and:
 - Rewarded for their contribution to the company's success
- Provide safe and healthy working environments for our employees



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- Comply with all relevant legislation as a minimum standard and work towards best practice in sustainability
 - Strive towards continuous improvement in our overall performance by reviewing our progress on a regular basis

Sustainability is an essential part of Hayward Services Limited activities, and we are determined to secure the advantages that we believe it offers to our customers, employees and the community.

The Hayward Services Limited Sustainability Policy will be reviewed annually and amended as appropriate.

If you require any further information, please contact the Business Support Manager:

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