



# Sustainability policy statement

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Owner	Suzannah Harris
Reviewer	Ru Katakia
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**Tilbury Douglas Construction Limited and Tilbury Douglas Engineering Limited are committed to providing sustainable solutions that balance social, environmental, and economic interests in accordance with our mission: Building a better future together.**

This policy is supported by our sustainability framework '**People, Planet, Performance**' which sets out how we will deliver for and with our stakeholders in a way that ensures sustainability is at the heart of our operations. Through PPP we commit to:

**People** - making a positive social impact:

- Create social value for the communities we serve by supporting local employment and supply chains, providing training and development opportunities and contributing our time and expertise to community projects.
- Embrace & promote excellence in health, wellbeing and safety and provide equal opportunities for all in an inclusive working environment.

**Planet** - making a positive environmental impact:

- Protect the natural environment through reducing our waste, water use and energy consumption and supporting the Circular Economy.
- Become Net Zero in our own operations by the end of 2023 and develop sustainable and low carbon options for our customers and supply chain.
- Procure sustainably and responsibly by considering the economic, environmental, and social outcomes of our decisions.

**Performance** - improving performance across all our operations:

- Deliver outstanding service to our customers and uphold high ethical standards.
- Continuously improve and innovate including through Digital Construction and Modern Methods of Construction.
- Be a customer of choice for our supply chain by building strong relationships and ensuring fair payment so all parties can operate both profitably and sustainably.

We provide appropriate resources for the learning and development of our employees and supply chain, confirming that they understand their role and responsibilities and their contribution to our PPP plan.


This policy is communicated to all employees and those working on our behalf and will be reviewed annually as a minimum. Every employee is expected to work in accordance with the commitments set out in this policy.



**Craig Tatton**  
Chief Executive Officer



**Nick Pollard**  
Chair



**Martyn Smith**  
Group Commercial Director



**Matthew Gill**  
Chief Financial Officer

## Revision history

Version	Previous version	Author	Date	Changes
1.0		Suzannah Harris/ Nathan Bialek	14/03/2024	
1.1		Suzannah Harris/ Ru Katakia	25/11/2024	Signatures changed; Reviewer changed