



SUSTAINABILITY & ENVIRONMENTAL POLICY

INTRODUCTION

Harniss Building Services Solutions; Harniss Contracting Limited and Harniss Consulting Limited, is a dynamic provider of Building Services Solutions in the United Kingdom.

Based in Kettering, Harniss are ideally located to provide a range of engineering, design, consulting, installation and commissioning services to the construction industry nationwide.

Harniss operates UK wide on varying sizes of projects including public and private sectors, schools, hospitals, government agencies, local authorities, industrial, commercial, and residential properties.

Harniss is committed to conducting its business in a manner that is safe, professional and ethical, playing particular attention to its environmental and sustainability responsibilities.

This policy seeks to promote and achieve a safe working environment as well as the protection and enhancement of the natural and built environments.

Harniss will achieve this through best practice, legal compliance, monitoring achievements, and continually seeking to implement improvements. It has potential impacts on people and the environment through its operations and supply chains and commits to operate in a responsible manner, balancing financial, social, and environmental sustainability.

OBJECTIVES

Harniss acknowledges its potential impacts on people and the environment through its operations and supply chains. Therefore, the organisation commits to operate in a responsible manner, balancing Environmental, Social and Governance responsibilities. This will be supported by meeting the following objectives:

- Compliance with the specific additional requirements of clients and other interested parties, where detailed.
- Efficient use of all materials and natural resources.
- Seeking to use long term sustainable consumables wherever practicable.
- Through regular environmental forums, continually seek ways to prevent pollution as a result of Harniss's business activities.
- Strict compliance with relevant legal requirements, codes of practice and regulations both existing and future.
- The establishment and maintenance of company structures with specific responsibilities for environmental and sustainability issues.
- Establish targets for improvements in regard to Carbon emissions and overall carbon footprint.
- Regular reviews of environmental and sustainability issues



COMMITMENTS

Harniss will ensure that;

- Effective management resources are given to reduce the environmental and sustainable impact of our activities.
- All parties involved in each Harniss project are fully informed and able to participate to fulfil our environmental and sustainable objectives.
- We minimise waste.
- We identify and manage environmental risks and hazards.
- We seek to influence the choice of construction materials and working methods to make maximum use of renewable resources.
- We set our own environmental and sustainable standards where none are in place.
- We provide prompt response to environmental incidents and emergencies.
- We encourage proactive response to government and other sponsored environmental bodies.
- Wherever practical we will buy materials from sustainable resources where possible or practicable.
- We purchase from local suppliers to the site to reduce the carbon footprint of deliveries, wherever possible and practical, encouraging use of sustainable transport and will work with organisations to achieve reductions in CO2 emissions.
- Where possible and practicable we purchase items that can be reused or recycled at the end of life to avoid the need to dispose of items to landfill. We always consider the end-of-life use or disposal when purchasing subject to approval by the client. Where non-sustainable materials are specified, we will offer a suitable sustainable alternative, if applicable and financially viable.
- We will continue to actively seek to recruit personnel from the local area to reduce the need for travel to the workplace.
- All staff travelling to Harniss projects where public transport is not practical are expected to car share and information is available on the Company intranet to support this.
- Telephone and video conferencing facilities are available and are used where possible to avoid the need for travel.
- Continual improvement and increasing of benefits to society, the environment, and the economy through its activities.
- Encouraging the cooperation and involvement of its employees, at all levels, for the effective implementation of this policy.



- We will record and measure our performance with regards to:
 - a) Waste
 - b) Energy Management
 - c) Sustainability and Environmental training

IMPLEMENTATION

Harniss Contracting and Consulting will

- Create, maintain, and update its Sustainability Strategy.
- Monitor and measure its performance.
- Provide sustainability awareness training for its employees.
- Encourage identification opportunities to improve the business overall sustainability impact / performance.
- Ensure its Directors and Senior Management Teams act as role models in the decision-making processes.
- Operate a responsible supply chain in line with the principles set out in ISO 20400, working with suppliers to raise environmental performance standards and ethical practices.
- Aim to use fewer resources and less energy through continuous improvement and the use of innovative solutions.
- Source goods, works and services that align with Harniss's environmental, health and safety and other policies and support the delivery of the sustainability strategy.
- Procure all timber and timber products from legal and sustainable sources.
- Procure other construction materials with a preference for recognised responsible sourcing schemes and/or Environmental Product Declarations (EPDs).
- Specify and procure materials and products that strike a responsible balance between social, economic, and environmental factors and generate benefits to society and the economy.
- Use resource-efficient products and give due consideration to end-of-life uses.
- Promote, specify, and source materials which can be reused and consider future deconstruction and recovery of resources to embrace the circular economy.
- Where reasonably practicable, procure locally, providing opportunities for small and medium sized enterprises (SMEs), collaborate with the voluntary sector and increase the use of social enterprises.
- Ensure that fair contract prices and terms are applied and respected and that ethical, human rights and labour standards are met, in line with our Modern Slavery Policy.
- Promote materials and products that improve indoor environmental quality.
- Maintain membership of the Sustainability Supply Chain School.



COMMUNICATION & REVIEW

A copy of this policy is accessible to all interested parties via the Harniss website and internally within the Harniss file storage system.

All new direct employees are required to read and understand the requirements of this policy. All new direct employees are required to complete related sustainable development training modules via the learning management system.

Toolbox Talks are carried out on sites covering sustainable development topics, and the standards to be upheld.

This policy will be reviewed and updated annually to reflect any changes to the business, its management systems, or relevant legislation.

Signed and agreed.

Chris Furniss
Managing Director

Darren Harris
Managing Director

Adam Alexander
Sustainability and Energy Director