



COMMERCIAL
ROOFING & CLADDING

ENVIRONMENTAL POLICY



| Introduction and aim

Commercial Roofing & Cladding Ltd is an industrial roofing and cladding business, operating from a site in Polegate. Our main services are Over roofing or cladding, strip and re-sheeting asbestos removal and resheeting, liquid plastics, gutter clearing and cleaning, maintenance service, leak detection, damage repair. We recognise that our operations result in emissions to air and water, and the generation of waste. It is our aim to comply with legislation and other requirements, continue to reduce the environmental impacts of our business and operate in an environmentally responsible manner. This policy describes how we will achieve our aim.

| Responsibility

This environmental policy applies to all of our operations including management, office services, site operations, and procurement. Jamie Campbell & Sarah Campbell Directors, have overall responsibility for ensuring that sufficient resources are made available to enable the business to achieve our environmental objectives and targets and that the policy is implemented. Jamie Campbell & Sarah Campbell Directors, have the day to day responsibility for ensuring that the requirements of this policy are being followed and for monitoring the effectiveness of the objectives. However, all employees have a responsibility in their area to ensure that the aims and objectives of the policy are met.

| Objectives

During 2024 and 2029, we aim to:

- Make efficient use of natural resources by conserving energy and water, minimising waste and recycling where possible
- Meet our duty of care requirements in relation to waste by ensuring the safe keeping, transportation and subsequent recovery or disposal of waste
- Use recycled construction materials whenever these can be commercially justified
- Keep transport use to a minimum and regularly service vehicles to maintain their efficiency
- Work with suppliers to ensure they recognise and reduce the environmental impact of their products and transportation
- Include environmental considerations in investment decisions for new plant, equipment or working practices
- Inform and train all employees of the companies environmental objectives and how they can assist in meeting targets
- Use the most environmentally friendly cleaning products whenever

| Targets

To achieve our aims, we have set ourselves the following targets:



- Reduce vehicle emissions to air by the scheduling of work to reduce mileage and servicing all vehicles
- Reduce the generation of general and hazardous wastes by reducing the amount of stock held in stores and ensuring all jobs are accurately scoped and priced to ensure material usage is minimised
- Recycle as much paper, cardboard, plastic and metal waste generated in the office as possible
- Reduce paper usage by increasing the use of e-mail and electronic documentation
- Reduce energy consumption by monitoring energy usage and training staff on basic housekeeping

| Monitoring and auditing

Progress against these objectives will be monitored through a number of mediums including:

- Annual management review of this environmental policy and any associated environmental procedures
- Regular internal audits of environmental procedures
- The monitoring of environmental objectives and associated KPI's / targets
- Monthly management meetings.

| Communication

This environmental policy is available online at www.commercialrc.co.uk or at head office 49 Station Road, Polegate, BN26 6EA. All members of staff will receive training on the environmental responsibilities of their role, and will be informed of any updates or revisions via e-mail or team meetings.

Last review of this Policy | 9th October 2026



- Providing training, development, and progression opportunities to all staff
- Understanding equality in the workplace is good management practice and makes sound business sense
Reviewing all our employment practices and procedures to ensure fairness.
- Our commitment as a service provider

Commercial Roofing & Cladding Ltd is committed to:

- Providing services to which all clients are entitled regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation, offending past, caring responsibilities, or social class
- Making sure our services are delivered equally and meet the diverse needs of our service users and clients by assessing and meeting the diverse needs of our clients
- Fully supporting this policy by senior management and ensuring agreement has been reached with employee representatives
- Selecting those for employment, promotion, training, or any other benefit purely based on aptitude and ability
- Monitoring and reviewing this policy annually
- Having clear procedures that enable our clients, candidates for jobs and employees to raise a grievance or make a complaint if they feel they have been unfairly treated
- Treating breaches of our equality and diversity policy as misconduct which could lead to disciplinary proceedings
- Encouraging all staff to come forward with any issues they need Company assistance and understanding with, no matter their background, identity, or circumstances, such as if they are victims of domestic abuse or have caring commitments

| Equal opportunity policy

| Age

We will: Ensure that people of all ages are treated with respect and dignity Ensure that people of working age are given equal access to our employment, training, development, and promotion opportunities and Challenge discriminatory assumptions about younger and older people

| Disability

We will:

- Provide any reasonable adjustments to ensure disabled people have access to our services and employment opportunities
 - Challenge discriminatory assumptions about disabled people and
 - Seek to continue to improve access to information by ensuring availability of loop systems, braille facilities, alternative formatting, and sign language interpretation
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| Race

We will:

- Challenge racism wherever it occurs
- Respond swiftly and sensitively to racist incidents
- Actively promote race equality in the Company

| Gender

We will:

- Challenge discriminatory assumptions about women and men, including all genders
- Take positive action to redress the negative effects of discrimination against women and men
- Offer equal access for women and men to representation, services, employment, training and pay and encourage other organisations to do the same.

| Gender reassignment

We will:

- Provide support to prevent discrimination against transsexual people who have or who are about to undergo gender reassignment
- Prohibit and respond to all instances of discrimination, both from colleagues and externally.

| Sexual orientation

We will:

- Ensure that we take account of the needs of LGBTQIA+
- Promote positive images of all LGBTQIA+ individuals

| Religion or belief

We will:

- Ensure that employees' religion or beliefs and related observances are respected and accommodated wherever possible
- Respect people's beliefs where the expression of those beliefs does not impinge on the legitimate rights of others.

| Pregnancy or maternity

We will:

- Ensure that people are treated with respect and dignity and that a positive image is promoted regardless of pregnancy or maternity
 - Challenge discriminatory assumptions about the pregnancy or maternity of our employees
 - Ensure that no individual is disadvantaged and that we take account of the needs of our employees' pregnancy or maternity.
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| Marriage or civil partnership

We will:

- Ensure that people are treated with respect and dignity and that a positive image is promoted regardless of marriage or civil partnership.
- Challenge discriminatory assumptions about the marriage or civil partnership of our employees and
- Ensure that no individual is disadvantaged and that we take account the needs of our employees' marriage or civil partnership.

| Ex-offenders

We will:

- Prevent discrimination against our employees regardless of their offending background (except where there is a known risk to children or vulnerable adults).

| Equal pay

We will:

Ensure that all employees, of any gender, have the right to the same contractual pay and benefits for carrying out the same work, work rated as equivalent work or work of equal value.

| Unconscious bias

Commercial Roofing & Cladding Ltd recognises the dangers of unconscious bias arising at work which is where an opinion is formed on an individual by a manager or colleague without them necessarily being aware they have formed it.

There are many different forms of unconscious bias, ranging from an affinity towards those of a similar background to placing too much significance on what has been identified as a negative trait.

Commercial Roofing & Cladding Ltd will work against forms of unconscious bias in all decisions taken for employment, including recruitment, promotion, and training opportunities, with a focus on promoting diversity and inclusion.

In particular, we will implement the following:

- Maintaining a diverse panel to make decisions
- Referring to specific job criteria when making recruitment decisions
- Making decisions collectively between HR and management

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