

Sustainability Policy

Starfish 9 Ltd. Sustainability Policy 2023 - Issue 4

(Last Review 7th Jan 2023 - Next Planned Review 26th Jan 2024)

Sustainability

What this policy covers

Starfish 9 Ltd. considers the Environment, Social and Economic factors to be the three of our largest impact areas. To us, Sustainability is about integrating short-term and long-term aspects.

Environment

Where possible, we will supply and source our materials from renewable / reclaimable sources. We will keep water usage and disposal to a minimum. We will treat any spillage in line with current waste regulations and contain correctly to prevent / minimise any impact to biodiversity. We aim to operate fuel and omission efficient plant and vehicles. We hold a valid SEPA Waste Management License and ensure that our waste is monitored. We work with waste companies who are licensed and can produce waste charts for our clients as required.

Social

Starfish 9 Ltd. is an equal opportunity employer. We are committed to paying above the Living Wage. All employees are inducted and given the appropriate training and support for their job. We do not employ underage workers. We have an Employee Handbook that is issued to every employee which details their benefits and our disciplinary procedures. Our employees are required to sign a non-bribery agreement.

We operate an accredited (ISO 18001) Integrated Management System where all our systems and procedure are kept. This is available to employees on line at any time.

Customer safety is paramount, and we ensure all site staff have as a minimum CSCS training Starfish 9 Ltd. operate a CSR Policy.

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Economic

Before committing to undertake any project, we will assess our financial standing. As an AAA credit rated business we are currently financially able to undertake projects up to the value of £2.5m. We ensure that our cash flow will be sufficient to find the entirety of any project without eroding our capital.

Name: John Jessimer

Signed: 

Position: Managing Director

Date: 7 January 2023

