

Privacy Policy

This privacy policy sets out how Benniman Limited uses and protects any information that you give Benniman Limited when you use this website.

Benniman Limited is committed to ensuring that your privacy is protected. Should we ask you to provide certain information by which you can be identified when using this website, then you can be assured that it will only be used in accordance with this privacy policy.

Benniman Limited may change this policy from time to time by updating this page. You should check this page from time to time to ensure that you are happy with any changes. This policy is effective from 25th May 2018.

WHAT WE COLLECT

Benniman Limited does not collect any personal information via its website.

OUR USE OF COOKIES

When using the benniman.co.uk website, we want to ensure your user experience is as easy, useful and reliable as possible. When services are delivered on the Internet, this occasionally requires placing small amounts of information on your computer. These files are known as cookies. They cannot be used to identify you personally but purely exist to improve services for you.

Cookies used by this website

There are two cookie types that you may encounter on benniman.co.uk websites. These are known as; 'First party cookies' and 'Third party cookies'.

First party cookies: these are cookies that can be necessary for websites to function and ensure a positive user experience.

Third party cookies: these are cookies delivered by other companies and determine ways in which we can improve or enhance our website. Please see below for a further description of these cookies and the time they remain resident on your computer.

First party cookies:

benniman.co.uk uses no first party cookies

Third party cookies:

Used by Google Analytics & Twitter.

Provider: Google Analytics

Name: _gat



Purpose: used to throttle request rates for analytics tracking.
Expires: 1 minute.

Provider: Google Analytics

Name: _ga

Purpose: Used to distinguish users when tracking analytics

Expires: 2 years.

Provider: Google Analytics

Name: _gid

Purpose: Used to distinguish users when tracking analytics

Expires: 24 hours.

Provider: Twitter

Name: _twitter_sess

Purpose: Used to distinguish users when tracking analytics

Expires: When Browser is closed.

Provider: Twitter

Name: ct0, eu_cn, external_referer, gt, guest_id, personalization_id, syndication_guest_id, tfw_exp

Purpose: Twitter integration and sharing capabilities for the social media.

These cookies are set when a twitter timeline embedded feed is incorporated into a website. For more information on Twitter's cookie policy and usage please visit

<https://help.twitter.com/en/rules-and-policies/twitter-cookies>

LINKS TO OTHER WEBSITES

Our website may contain links to other websites of interest. However, once you have used these links to leave our site, you should note that we do not have any control over that other website. Therefore, we cannot be responsible for the protection and privacy of any information which you provide whilst visiting such sites and such sites are not governed by this privacy statement. You should exercise caution and look at the privacy statement applicable to the website in question.

Modern Slavery, Forced Labour & Child Labour Policy

- Benniman Limited is committed to helping to combat child labour, slavery and human trafficking.
- Benniman Limited is ensuring that there is no child labour, modern slavery or human trafficking in our supply chains or in any part of our business. This includes suppliers, contractors and any other organisation with which we do business
- As part of our initiative to identify and mitigate risk we have procedures to:-
 - Identify and assess, and mitigate against, potential risk areas in our own business within our recruitment process and in our appointment of contractors, and;
 - Identify and assess, and mitigate against potential risk areas in our supply chains.
- Over the course of this year we will consider ways in which we can review and measure our success and effectiveness to ensure that child labour slavery and human trafficking is not taking place in any part of our business or supply chains. For the duration of this year, our H&S team will keep the matter under review.
- This policy is made under section 54(1) of the Modern Slavery Act 2015 and constitutes our child labour, slavery and human trafficking statement for the financial year ending 31 December 2018.

Signed



Dated: April 2019

Managing Director

Quality Policy

Benniman Ltd is committed to standards of service throughout the business that are intended to exceed our customer expectations. We operate our management system in accordance with the requirements of **ISO 9001: 2015**, best practice principles and with consideration of customer needs.

Our customers' expectations are extremely high and they demand the best from both our products and service, we aim to satisfy these requirements at all times. This is achieved through the efforts of every employee taking responsibility for the quality of their own work, establishing appropriate objectives, delivering these objectives which in turn drive continual improvement.

The overall objectives of the management system is to ensure we,

- Provide consistent services and products that satisfy customer, statutory & Regulatory requirements.
- Take opportunity to enhance customer satisfaction.
- Address risk and opportunity associated with the business context and objectives
- Demonstrate conformity QMS requirements

To help us achieve these overall objectives detailed improvement plans will be implemented in line with SMART principles whilst engaging recognised Quality Principles.

- Customer focus.
- Leadership.
- Engagement of people.
- Process approach.
- Improvement.
- Evidence based decision making
- Relationship management

The management team will ensure that adequate resources (time, finance and personnel) are provided to deliver this policy. This demonstrates our commitment to our staff, customers, business success. We are committed to the continual improvement of our business performance, management system and the requirements of **ISO 9001: 2015**. We will ensure our staff are, at all times, competent to deliver the service by ensuring their ongoing development through training and review.

The Quality Policy is published throughout the company to ensure it is fully understood by all members of staff. It is also available on request to any interested party and is subject to review periodically, or as a result of any significant impact or change which may have an impact on its delivery.

Sign:



Steven Smith – Managing Director

01.05.19

Environmental Policy

Benniman Limited recognises that its activities, products and services can cause impacts on the environment. Our Organisation is committed to protecting the environment by minimising the impacts of our operations, we will continually strive to improve our environmental performance, meet our compliance obligations, and achieve our stated objectives.

As a company we aim to reduce our environmental impact in line with **ISO 14001:2015** through:

- Preventing Pollution, minimising waste, seeking to recover where economically practicable, and ensure appropriate disposal of the remainder.
- Ensuring where possible use of sustainable resource.
- Protection of Bio Diversity and Eco systems.
- Ensuring we control and reduce activities that contribute to climate change.
- Identifying and complying with all current statutory compliance obligations, other influencing requirements, taking steps to meet future legislative requirements.
- Providing information, instruction and training on environmental issues and ensuring the implementation of appropriate environmental procedures by regular monitoring and improvement of performance.
- Determining objectives and targets and reviewing them at the regular Management Review Meetings.

Each individual employee of the company is expected to demonstrate a commitment to protect the environment through:

- Complying with the relevant environmental obligations and procedures which apply to their work activities.
- Preventing the release of environmentally damaging substances.
- Ensuring that all waste materials are disposed of in accordance with relevant procedures.
- Communicating to the company any information or initiatives likely to improve environmental performance.

This policy statement will be reviewed by the Managing Director after any significant change or influence that may affect its content.

This Environmental Policy shall be communicated to all employees and contractors, suppliers working on our behalf. It is available to any interested party.

Signed: 

(Managing Director)
24.04.2018

As Managing Director I will commit the Company to the highest standards of Health and Safety and will comply with all statutory duties under the Health and Safety at Work etc Act 1974

This Company will provide Safe and Healthy Working Conditions for our employees and the self-employed working under our control and will ensure that the conduct of their work does not endanger employees of others and the public.

Sufficient time and resources will be allowed for health and safety in line with ISO 45001:2018, the Company will:

- Ensure adequate risk assessments have been carried out and appropriate control measures are in place to control risks arising from the work activities.
- Consult with our employees on matters affecting their health and safety.
- Provide and maintain safe plant and equipment and require contractors to similarly satisfy requirements.
- Ensure safe handling, use of substances, and safe disposal of any surplus or generated waste
- Provide information, instruction and supervision for employees.
- Ensure tools and work equipment are fit for purpose and operatives are trained, competent and authorised to use such tools and equipment.
- Ensure all employees are competent to do their tasks, and source them adequate training as necessary and appropriate.
- Aim to prevent accidents and cases of work-related ill health.
- Maintain safe and healthy working conditions.
- Ensure that any deliberate breach of health and safety rules and procedures lead to disciplinary action.
- Review and revise this policy annually.

As Managing Director, I will set a good personal example to others in complying with duties laid upon me and will expect all employees to co-operate with the company in respect of this policy to ensure that it is carried out

Signatures



Steven Smith - Managing Director

(24.04.2019)

(CSR) Policy

Benniman believes Corporate Social Responsibility (CSR) is about understanding the business' impact on the wider world and how we can control the impact to have a positive influence.

It is essential to encapsulate how we impact and engage with

- the environment,
- employees,
- community,
- suppliers/sub-contractors.

Environment

Benniman has committed to ensure that we reduce our environmental impact and continue to improve our environmental performance as an integral part of our business strategy and operating methods. Benniman is committed to minimising potentially harmful effects on the environment and to contributing to sustainable development through balancing its business aims with environmental considerations. Benniman has achieved Planet Mark certification in recognition of our commitment to continuous improvement in sustainability, we operate an environmental management system in line with ISO 14001:2015, our main office uses 100% renewable energy and Benniman strive to protect endangered rainforests. Benniman believe that organisations are responsible for achieving good environmental practice and should operate in a sustainable manner, we will encourage our stakeholders to do the same. We have an Environmental Policy in place that states the course of action.

Employees

Benniman Limited is committed to promoting freedom of choice, freedom of association and equal opportunities in employment in an environment free from discrimination and where our working conditions reflect the best values of our company (as stated in our Equal Opportunities Policy). We believe our company is an inclusive organisation committed to fairness, equality of opportunity and diversity in all its employment practices, policies and procedures. We are committed to ensuring we have a healthy and educated workforce whose views are listened to and respected.

Community

We are committed to building supportive relationships with the wider community and engage in the Considerate Constructor Scheme for our construction sites. Benniman are actively involved in charitable giving and encourage our staff to engage in this process.

Suppliers/Sub-contractors

We have committed to ensure that all our suppliers and sub-contractors have good business ethics and meet the standards we hold in high esteem. Benniman ensure that suppliers and sub-contractors conduct a health, safety, quality and environmental competency questionnaire for approval prior to engaging in works. We aim to develop relationships built on shared trust and communal responsibility.

(CSR) Policy

Environmental Commitments

We are serious about tackling our carbon emissions, in 2017 Benniman reduced its total carbon footprint by 15.7% and a further 1.2% in 2018. We have an inhouse team who are actively engaged in further reducing our environmental impact. Our BREEAM construction sites achieve a rating of very good or excellent (as required). The waste produced onsite is reused wherever possible. Waste from our head office goes either to recycling or to a 'Waste-To-Energy' site: no waste goes to landfill.

Community and the Environment

Each year we compensate for the carbon we produce. In partnership with Planet First, we invest in a community carbon project in the village of Awajun, Northern Peru, which is helping to protect endangered rainforests. This is a community-led project, approved by Coolearth (a charity that works alongside indigenous villages to halt rainforest destruction). In 2018, Coolearth on behalf of Benniman helped to protect 480 trees, 2,213 people were supported, 7,186 types of animals were sheltered, 22 endangered species were protected, 520 tonnes of CO2 was stored and 152,000 litres of water is produced annually.

Approach

Having made savings through cutting our CO2, we can pass on the benefits through channelling some of these savings to projects such as those above. A relatively small amount of money can make a big difference when targeted carefully. By combining our efforts with other organisations - focusing on quality projects which we feel will make a big difference - we leverage our contribution in the field of Corporate Social Responsibility.

Charity and volunteering

Each year, Benniman help to support charities and staff members involved in raising money for different charities. Members of staff also raise money through sponsorship for various sporting events.

Signatures

A handwritten signature in blue ink, appearing to read "S. Smith", is written over a light blue horizontal line.

Steven Smith - Managing Director

15.11.2019