

Ethics Policy

Scope and Purpose

DSM Demolition Ltd (DSM) is the provider of professional services in the disciplines of demolition, de-commissioning, ground improvement, soil remediation and asbestos services including associated design functions for both the public and private business sectors.

DSM's ethical philosophy is to treat clients, employees, suppliers, business partners and the public with honesty and integrity at all times.

Principles :-

Teamwork

- Working together in order that we can achieve our objectives. Such teamwork requires us to:
 - Allow each individual to maximise their intrinsic skills, competencies and knowledge
 - Create the conditions where all team members are striving to achieve the same goals
 - Undertake training and apply the gained knowledge to ensure all tasks are done ethically

Day to Day Operations

- Have mutual respect for each other, co-operation and flexibility in how we work.
- Honour confidentiality.
- Be client focused.
- Improve the environment for the general good.
- Address issues promptly.

Approach

- Being motivated and performance focused.
- Responding quickly and flexibly to new issues.
- Reduce waste, energy use and improve productivity.

Continuous Improvement

- By involving all employees and developing staff.
- Sharing experiences throughout DSM and refining quality processes.
- Developing and implementing policies and procedures in support of the Ethical Policy.

Suppliers and Sub-Contractors

- All of our suppliers and sub-contractors are expected to act in an ethical manner.
- Potential suppliers and sub-contractors will be selected from bona fide companies only. If subsequently approved they are required to trade both ethically and in accordance with all applicable legislation, regulations and any DSM imposed levels of performance.

Breach of the Policy

Employees must not breach any confidentiality or personally benefit from or attempt to benefit from their employment with DSM. The Policy is communicated via the Employee Handbook and reinforced by the behaviour of managers and guidance to staff.

Any employee failing to adhere to this policy will be subject to investigation and where appropriate disciplinary action will be taken.



Andrew Fletcher
Managing Director

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