

Social Responsibility and Ethical Policy Statement

Soils and Stone is committed to an ethical approach in all our projects and we achieve this through the following processes:

Where possible we do not make use of external suppliers or services which invest in, or have any links to, unethical industries. Preference is given, to fair trade and other ethically sound products.

As individuals, we strive to adhere to ethical values in the manner in which we work. We apply the principles of trust and integrity in all our dealings, both amongst employees, our clients and or contractors.

Child Labour Will Not Be Used

1. Young persons under the age of 16 shall not be employed
2. Young persons under 18 shall not be employed at night or in hazardous conditions.
3. There will be no recruitment of child labour.

Employment

1. Work is governed by national law and practice.
2. Obligations to employees shall not be avoided through the use of sub-contracting, fixed term contracts, home working, or through apprenticeship schemes or internships where there is no real intent to impart skills or provide regular employment.

Freedom of association and collective bargaining

1. All workers have the right to join or form trade unions of their own and to bargain collectively.
2. Soils and Stone adopts an open attitude towards the activities of trade unions and their organisational activities.
3. Workers' representatives are not discriminated against and have access to carry out their representative functions in the workplace.

Working conditions are safe and hygienic

1. Adequate steps are taken to prevent accidents and injury to health arising out of, associated with, or occurring in the course of work, by minimising, so far as is reasonably practicable, the causes of hazards inherent in the working environment.
2. Staff receive regular and recorded health and safety training
3. Staff have access to toilet facilities and drinking water and, facilities for food storage.

No Harsh or Inhumane treatment of employees

1. Physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation shall be prohibited and are grounds for dismissal, if proved.

Working Hours

1. Working hours comply with national laws and industry standards. In any event, staff are not required to work in excess of 48 hours per week.

No Discrimination

1. There is no discrimination on hiring, compensation, access to training, promotion, termination of employment or retirement based on race, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation.
2. Opportunities for career and personal development are available to all employees

Living Wages Are Paid

1. Staff salaries and benefits paid for a standard working week meet, at a minimum, national legal standards.
2. All staff are provided with written and understandable information about their employment conditions in respect to salaries and benefits before they start employment and about the pay period concerned each time that they are paid.
3. Deductions from wages as a disciplinary measure shall not be permitted
4. Staff are provided with clear contracts and terms and conditions of their employment which details the relationship between employer and employee and their respective roles and responsibilities.