



Sustainability Policy

Trading as Beacons Business Interiors, PJE Business Solutions and PJE Engineering, the group works with many UK blue-chip companies.

Our ambition is to be recognised as the UK's leading facilities support specialist, creating the best, most efficient, sustainable designed work environments for people. We believe that conducting our operations sustainably is an essential part of that ambition, so we strive to ensure that we consider the social, environmental and economic impact of our actions throughout our decision making processes.

Our approach to sustainable business is integrated into everything we do and we will actively encourage our people to play their part, whatever their role within the business. This will require new solutions to challenges and innovative thinking to achieve our ambitions.

This policy sets out the principles behind our approach to sustainability in the form of four key philosophies.

Planet – We will respect today's environment while creating tomorrow's communities. We seek to do this by:

- improving the design workplace solutions so that we deliver high quality sustainable places to work;
- reducing our impact on the environment, at the design process and both during construction and post construction, from the use of energy, water, materials, and the creation of waste;
- enhancing the ecology and biodiversity of our projects by protecting existing assets and where required introducing relevant new habitats and species;

Partners – We will work with a network of local, regional and national partners and stakeholders to deliver our own sustainability ambitions, whilst helping them achieve theirs. We seek to do this by:

- promoting long-term relationships with our partners based upon transparency, honesty and integrity;
- ensuring mutually beneficial long-term relationships with our subcontractors, suppliers and consultants which deliver sustainable solutions;
- engaging openly with local and national government, supporting their initiatives to deliver their sustainability aspirations;
- listening to our clients so that their views are incorporated into how we design and deliver projects; and

People – We aim to attract and retain the best people from all walks of life, providing a positive working environment that encourages them to fulfil their potential. We seek to do this by:

- providing a working environment that is open, honest and fair, allowing every individual to make a difference;

- encouraging and supporting everyone to achieve their best through a focus on continuous development;
- setting high standards for safety at work by ensuring systems are in place to protect the health and wellbeing of our people, partners and customers; and
- promoting healthy lifestyles amongst our people.

Customers – We will understand our customers' needs and aim to delight them throughout their journey with us, promoting sustainability every step of the way, creating customers for life. We will do this by:

- listening to our customers needs, treating each one with respect and providing the highest standards of service and quality as well as value for money;
- using industry leading expertise and skills to design innovative and sustainable work environments where people aspire to work; and
- help our customer's to appreciate the benefits of sustainable workplaces and encourage them to get the most out of them through sustainable living.

This Sustainability Policy has been approved by the Board of Beacons Business Interiors Group and will be reviewed annually.



Andy Graham

Chief Executive

5th Jan 2013