



CARES Sustainability Policy

As an independent certification and assurance body of steel construction materials we want to maximise our positive impacts and minimise our negative impacts. We take our direct impacts seriously and are committed to improve our performance. We also recognise that our most significant impacts relate to the auditing work we do.

Our policies apply to; all employees of the UK Certification Authority for Reinforcing Steels Ltd and its subsidiaries (CARES), hired contractors or temporary employees acting on behalf of CARES, the Board of Directors and its sub - committees. We encourage our suppliers and partners to adopt similar policies and practices and to work.

Our success and that of our stakeholders is dependent on successful collaboration and operating with integrity. We therefore welcome any feedback you have and support you can give to help us meet our policies.

Lee Brankley | CEO

Environmental Policy

We acknowledge that the world is facing a climate and environmental emergency and are committed to reducing our environmental impact and are working to find ways to bring our impacts in line with environmental system boundaries. We are working to reduce the environmental impact of our operations, the services we provide, procurement, property management and any investment or financial contributions we make as CARES or on behalf of our employees.

Our main direct impact is the global warming emissions associated with travel to conduct auditing and for other business purposes. We also have impacts through our offices and procurement. As we work in high impact industries, notably, the construction sector and steel manufacture and processing, our more significant impacts are through the improvement and adoption of our certification schemes and associated work auditing them.

CARES works to support employees and associates in the understanding of environmental impacts and supports the reduction of personal environmental footprints. You are encouraged to help us reduce our environmental impact through collaboration, innovation and a focus on performance.



Human Rights and Labour Policy

Equal opportunities

We are an equal opportunities employer. We are committed to providing equal opportunities in employment and to avoiding unlawful discrimination in employment and against our clients or customers. Equal opportunities are primarily about fairness to all regardless of age, race, sex, sexual orientation, gender reassignment, marital or civil partnership status, pregnancy or maternity, religion or belief, or disability. You can be held personally liable as well as, or instead of, us for any act of unlawful discrimination.

Fair working environment and interactions

We are committed to creating a work environment free of harassment and bullying, where everyone is treated with dignity and respect. If you commit a serious act of harassment, you may be guilty of a criminal offence. Acts of discrimination, harassment, bullying or victimisation against employees, clients or customers are disciplinary offences and will be dealt with under our Disciplinary Procedure. Conduct of this type will usually be considered gross misconduct, which could lead to your dismissal without notice.

Wellbeing, Health and Safety

We are committed to providing a safe and healthy work environment for all employees. We work to support the wellbeing of our employees. We operate a Health and Safety Committee which reports to the Executive Committee and the Board considers Health and Safety as a standing item. HSE training is mandatory for all employees, is the responsibility of a defined manager and we can draw on our own specialist knowledge of Health and Safety in our daily operations.

Freedom of Expression and Association

We are committed to good employee relations. All employees have the right to express their views and concerns in good faith, in accordance with this Code. All employees have the right to associate as they please, to join labour union(s) and participate in organised activities.

Human and Labour Rights

We are committed to maintaining all Labour and Human Rights and prohibit any form of forced labour, labour or human right infringements in our own operations.

Responsible Sourcing

We recognise that the risks are greater in our supply chain and encourage our suppliers to adopt fair employment practices, including humane treatment of their employees and to prohibit the use of child or forced labour (modern slavery) and to respect human rights. We encourage our suppliers to reduce their environmental impacts in line with science-informed pathways.