


HRP24 Kirby Ethics Policy	
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Contact Officer:	Fergus Barry
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Next Formal Policy Review:	2 Yearly
Formal Review of Policy by:	Fergus Barry
Policy Links:	This policy links to all policies, procedures and strategy documents adopted by Kirby Group Engineering.
Policy signed into effect by:	

ETHICS

Kirby's Approach

- Kirby conducts business in an ethical manner and to current internationally recognised best practices.
- Kirby is a member of relevant employer bodies
- Kirby adheres to relevant legislation.

The Environment

- Kirby strives to develop a sustainable supply chain through energy conservation as well as waste minimisation, recycling and pollution prevention.
- This results in reduced environmental footprint, financial savings, and energy efficiency and employee stewardship.

The Workplace

- Kirby's Health and Safety policies are explained to all employees on a regular basis.
- Kirby continuously develops their staff through the provision of and access to further/third level education.
- Kirby is an equal opportunities employer.
- Mutual respect is expected.
- Employee entrepreneurship and feedback is encouraged.
- This brings the creation of strong working relationships and work-life balance, a minimization of accidents and guaranteed continued success for Kirby as they retain the best staff.

The Community

- Kirby supports a number of community-based initiatives.
- The company contributes substantially on an annual basis to various charities.
- Kirby have developed strong relationships with a number third level institutions resulting in engaging with Masters Students and recruiting graduates on a regular basis.
- This increases community integration and promotes a legacy of social diversity and inclusivity, efficient management of public concerns and a continued reduction in the impact of construction processes on the local communities.

The Market Place

- Kirby aim to ensure that the company always adheres to appropriate conduct and pursues procurement practices which secure best value goods and services.
- Kirby conducts all of its business in a highly confidential manner
- Kirby endeavours to procure products and services through a partnership approach ensuring best value and a sustainable supply chain.