

ETHICS COMMITMENT STATEMENT

We are a family business guided by a strong set of values, operating in an unquestionably ethical manner.

We are committed to upholding the highest standards of ethics at all times, aiming beyond what we should do as a business to further our industry, support our people and nurture long-lasting relationships with our supply chain partners and clients.

Our Ethics Commitment articulates what we are doing to uphold our values and challenge those who fail to meet our high standards.

This statement applies to all SRM employees and to our treatment of prospective employees, visitors, and clients.

Living the Ethics Commitment through our values

We are honourable.

We take a zero tolerance approach to bribery and corruption and conduct our business operations in an open and transparent manner. We promote a culture in which we encourage our people to speak up with no fear of retribution. We are committed to collaborating with industry bodies (e.g. CIOB, BRE) to proactively tackle industry wide issues such as modern slavery and corruption.

Read our [Modern Slavery and Human Trafficking statement](#)

Read our [Whistleblowing policy \(Raising a Concern\)](#)

Read our [Ethical Recruitment statement](#)

Read our [Code of Conduct & Conflict of Interest Policy](#)

We treat each other like family.

We pride ourselves on our integrity, operating in an open and transparent way and treating people fairly and with respect. We are committed to respect and belonging for all so everyone can feel they are valued and can contribute. We believe that being inclusive and nurturing a multitude of talents and skills will help us to continue our rich legacy, including supporting the Armed Forces community, valuing the different experiences and perspectives it brings to the way we work.

The dignity of all our people and those that make up our supply chain partners is of paramount importance to us. We believe that no-one person is greater than another and we strive to ensure an inclusive culture that promotes and protects the diversity and human rights of everyone.

Read our [Health, Safety and Wellbeing policy](#)

Read our [Respect and Belonging for All Statement](#)

Read our [Armed Forces Service Procedure](#)

We deliver engineering excellence

Our reputation is built on more than 150 years of technical excellence and innovation, continually looking to the future. We pride ourselves on employing the best people within the industry and their professional conduct is of the utmost importance. While we work to foster their ambition and skills to drive innovation, push boundaries and exemplary performance, this is not to the detriment of our integrity as a business.

Read our [Digital Construction policy](#)

We are responsible

Our aim is to make a positive impact on the environment and the communities in which we operate. We intend to make wider contributions to society through social investment, sustainability efforts, and long-lasting relationships. In 2016, we committed to raise at least £1 million for Maggie’s cancer care centres over 10 years.

Every year, we select charities for which we organise and partake in fundraising events. To celebrate our 150th Anniversary in 2019, our grassroots programme funded initiatives to create tangible and lasting legacies in local communities. In February 2020, we introduced our Strong Foundations Grant, in partnership with social enterprise Semble, to support grassroots initiatives in the central Manchester and Salford areas. The success of this initiative has led to a longer-term partnership and has seen us provide grants to grassroots organisations across the UK throughout 2021, 2022 and continued to do so into 2023. We also offer volunteering days and encourage our people to support our partner charities supporting causes that matter to our people. We enable our people to contribute in ways that are personal and meaningful, guided by their values and aspirations and with the potential to make a significant social impact.

Read our [Sustainability and Environmental policy](#)

Read our [Volunteering procedure](#)

Read our [Procurement policy](#)

We are enterprising

We operate strong corporate governance; we balance the interests of all those we work with; and we will not sacrifice our integrity for simple commercial gain. We hold ourselves to account against this Charter and we expect our supply chain partners to follow suit.

Read our [Quality policy](#)

This Charter is wholeheartedly supported by The McAlpine Family, Sir Robert McAlpine Ltd Board and the wider business leadership of the business. It is everyone’s responsibility at Sir Robert McAlpine Ltd to ensure it is embedded in all our actions and decisions and to hold one another accountable.

All Board Member roles below :

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Ed McAlpine
Chairman

Handwritten signature of Neil Martin in blue ink.

Neil Martin
Chief Executive

Handwritten signature of Peter Leonard in blue ink.

Peter Leonard
Chief Commercial Officer

Handwritten signature of Leighton More in blue ink.

Leighton More
Chief Financial Officer