

Lomond Plant Ltd believes that the most successful companies will be those who have an innovative approach to creating more sustainable businesses.

Lomond Plant Ltd is a private company which was established in 1988 to provide operated and self-drive plant hires services to a wide range of customers including local industry, local councils and the general public.

Lomond Plant Ltd recognises its responsibility to the environment; the management and all who are employed by the company are committed to the care of the environment and the prevention of pollution.

Lomond Plant Ltd work to minimise the effect that our activities have on the environment and these activities are carried out in conformance with the relevant environmental legislation and regulatory requirements.

Lomond Plant Ltd look to:

- Adopt good practice from like-minded organisations
- Develop meaningful partnerships
- Offer our service and expertise
- Purchase the latest environmentally friendly machinery
- Positively influence the local agenda

Following responsible business practice is central to our vision – it's about everything that we do at work. For example, we:

- Lead the way in hiring Eco friendly machinery
- Participate in activities with a social or environmental benefit – supporting local charities and schools
- Work closely with our customers to understand their hurdles to achieve innovative solutions
- Look after health, safety and wellbeing of our employees

- *Environment*

The environment is important to both our business and personal futures and as a conscientious employer it is only right that we look to limit our impact on the environment.

The Company seeks to minimise waste arising, promote recycling, reduce energy consumption, reduce harmful emissions and where possible to work with suppliers who themselves have sound environmental policies.

An essential feature of the environmental management system is our commitment to improving environmental performance. This is achieved by setting annual environmental improvement

targets which are regularly monitored and reviewed in the management programme.

We believe that we have a role to play on positively creating a culture of environmental awareness and encouraging our customers to consider the environmental impact of their actions.

- *Health & Safety*

It is our policy at Lomond Plant Ltd to provide and maintain safe and healthy working conditions, equipment and systems of work for all our employees. The Company seeks to minimise the risk our employees, contractors, customers and the public who are affected by our work.

All new employees receive a health and safety induction and new starter pack.

Our Health & Safety performance can only improve if everyone is vigilant and takes care of everyone affected by our work.

- *Community*

Lomond Plant Ltd is a local family run business and the Company is committed to playing its part in making the Scotland a great place to live and work.

In the past Lomond Plant Ltd has made noticeable efforts within our local community which vary from educational activities, sponsorship of local charities and events and the promotion of regional campaigns.

- *People*

Our staff is our greatest asset. We aim to recruit, train, develop and retain talent. Effective recruitment and selection practices are key to the successful day-to-day functioning of the Company.

Lomond Plant Ltd is committed to promoting and maintaining recruitment and selection practices that are:

- Timely and relevant, using cost-effective methods and inclusive sources
- Fair and consistent, ensuring that at all stages, decisions are based purely on the merits of individuals linked to the requirements and competencies of the job role
- Non-discriminatory, operating in accordance with Lomond Plant Ltd policies
- Designed to attract and retain the best talent that is available
- At least compliant with statutory requirements

Signature: *R Easton*

Date: 6<sup>th</sup> January 2016

Name: R Easton

Position: Joint Managing Director