



**H&H Construction Ltd**  
(Scotland)

# H&H CONSTRUCTION (SCOTLAND) LTD

## Environmental Management System

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**Reviewed: June 2026**

## ENVIRONMENTAL POLICY STATEMENT

H&H Construction (Scotland) Ltd is committed to providing a quality service in a manner that ensures a safe and healthy workplace for our employees and minimises our potential impact on the environment. We will operate in compliance with all relevant environmental legislation and we will strive to use pollution prevention and environmental best practices in all we do.

We are therefore committed to reducing our environmental impact and continually improving our environmental performance as an integral and fundamental part of our business strategy and operating methods.

It is our priority to encourage our customers, suppliers and all business associates to do the same. Not only is this sound commercial sense for all; it is also a matter of delivering on our duty of care towards future generations.

We will:-

- integrate the consideration of environmental concerns and impacts into all of our decision making and activities,
- Wholly support and comply with or exceed the requirements of current environmental legislation and codes of practice.
- promote environmental awareness among our employees and encourage them to work in an environmentally responsible manner,
- train, educate and inform our employees about environmental issues that may affect their work,
- reduce waste through re-use and recycling and by purchasing recycled, recyclable or re-furbished products and materials where these alternatives are available, economical and suitable,
- promote efficient use of materials and resources throughout our facility including water, electricity, raw materials and other resources, particularly those that are non-renewable,
- avoid unnecessary use of hazardous materials and products, seek substitutions when feasible, and take all reasonable steps to protect human health and the environment when such materials must be used, stored and disposed of,
- Operate and maintain company vehicles with due regard to environmental issues as far as reasonably practical and encourage the use of alternative means of transport and car sharing as appropriate.
- As far as possible purchase products and services that do the least damage to the environment and encourage others to do the same.
- Assess the environmental impact of any new processes or products we intend to introduce in advance.
- Address complaints about any breach of our Environmental Policy promptly and to the satisfaction of all concerned.
- where required by legislation or where significant health, safety or environmental hazards exist, develop and maintain appropriate emergency and spill response programmes,
- communicate our environmental commitment to clients, customers and the public and encourage them to support it,
- strive to continually improve our environmental performance and minimise the social impact and damage of activities by periodically reviewing our environmental policy in light of our current and planned future activities.
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**Haldane Lindsay**  
Managing Director  
H&H Construction (Scotland) Ltd  
Date: 1<sup>st</sup> June 2026  
Next review date : June 2027

## ENVIRONMENTAL MANAGEMENT

### 1.0 INTRODUCTION

#### 1.1 BACKGROUND

H&H Construction (Scotland) Ltd are committed to ensuring that the needs of our customers, business partners, staff and operators are met in an environmentally responsible manner and will work with these parties to promote good environmental practice.

We believe that good environmental practice is an integral part of how H&H Construction (Scotland) Ltd business is run. We will therefore manage our impact on the environment, set targets, measure and continuously improve our performance. We will regularly monitor, review and report our progress on these issues.

In the context of the attainment of our business objectives, we are committed to:

- Providing a safe and healthy working environment for all those who use our facilities.
- Having regard to environmental considerations in the design, siting and management of all our permanent and temporary office and works facilities.
- Complying with local, national and international regulations applicable to our trade services and contributing to the development of new standards and controls that will lead to industry-wide improvements to environmental management.
- Minimising the consumption of energy and resources in our operations and where practical, using materials that are renewable, recycled or re-usable.
- Reducing the environmental impact of work related travel.
- Minimising waste generated from our operations and promoting recycling and reuse.
- Avoiding where possible, the use of substances that may cause harm to the environment, thereby minimising pollution to the environment across our operations.
- Working with suppliers to improve the environmental (and social) performance of the entire supply chain through our supplier assessment and product performance programmes.

This document describes our Environmental Management System (EMS), key environmental impacts, what we will do to minimise those impacts and provides links to all the procedures that underpin the EMS.

The environmental management system is designed to ensure the following:

- Compliance with any relevant environmental legislation
- Awareness of the organisations significant environmental impacts
- Reduction of our commercial impacts and continual improvement of our environmental performance

#### 1.2 SCOPE OF THE MANUAL & SUPPORTING DOCUMENTATION

This manual describes the key elements of the EMS and describes how our activities meet the requirements of the standard. This is supported by specific procedures which are written and implemented to ensure relevant environmental control and that the preceding objectives are being achieved. The procedures will communicate what activities need to be done; when these need to take place; and how they are completed.

Most of the procedures are generic to cover the scope of the EMS, however, localised work instructions will be developed where appropriate when the procedure does not cover all activities on that site.

### 1.3 SCOPE OF THE ENVIRONMENTAL MANAGEMENT SYSTEM

The physical scope of the EMS includes the following location:

H&H Construction (Scotland) Ltd, Spectrum House, Inveralmond Place, Perth, PH1 3TS

The scope will also include sites managed by, or worked on and activities carried out by H&H Construction (Scotland) Ltd's staff, employees and directly employed contractors.

### 2.0 ENVIRONMENTAL POLICY

We have demonstrated our commitment to the environment in the Environmental Policy Statement, which has been endorsed by our Managing Director.

All new employees are made aware of the policy through induction training. The policy is made available to our Clients through our contract documentation.

The policy is reviewed annually and any revisions presented to the Managing Director.

### 2.0 PLANNING

#### 3.1 ENVIRONMENTAL REVIEW

An initial environmental review has been carried out on the organisations activities and operations. The review identified our environmental impacts and identified relevant legislation. The review has been used as the basis for developing our Environmental Management System.

#### 3.2 ASPECTS & IMPACTS

A Register of Environmental Aspects and Impacts has been developed from the initial environmental review and from consideration of the organisations activities and operations. We have a procedure in place to identify relevant environmental aspects of its operations and to determine which activities have an impact on the environment. Those areas with significant impacts will be addressed in the objectives and targets.

A 'traffic light' system has been developed to prioritise the impacts. Red indicates that the aspect is significant; amber indicates that the impact could become significant and green indicates that the impact is not deemed significant.

The Register of Environmental Aspects and Impacts will be amended and updated on an annual basis as part of the environmental review process of all Operational Plans to review the impacts of the operations on the environment. This will be used to identify new impacts and to assess the progress made towards reducing current impacts. Amendments will also be made in accordance with internal and external audits of the organisations operations, as considered appropriate during the management review.

*Related documentation:*

H&H Construction (Scotland) Ltd - Register of Environmental Aspects and Impacts

### 3.3 OBJECTIVES & TARGETS

We are committed to continually improving our environmental performance. This will be achieved, in part, by setting annual objectives and targets. These are based on the information contained in the Environmental Aspects & Impacts Register.

In setting the annual objectives and targets H&H Construction (Scotland) Ltd considers;

- Environmental policy commitments
- Legal requirements
- Identified environmental impacts
- Technological options
- Other relevant issues

Progress against objectives and targets are reviewed annually. Any non-compliances relating to the will be subject to corrective/preventive actions.

## 4.0 IMPLEMENTATION AND OPERATION

### 4.1 STRUCTURE, RESPONSIBILITY & RESOURCES

The overall responsibility for implementing the EMS is the Environmental Systems Manager. However staff within H&H Construction (Scotland) Ltd have specific responsibilities for implementing and overseeing the EMS. These are detailed below:

***Managing Director:***

The Managing Director has overall responsibility for the EMS, including the environmental policy and providing adequate resources for implementing and maintaining the system on a strategic basis.

The Managing Director is responsible for ensuring resources are made available across the organisation to ensure the efficient operation of the EMS.

***Environmental Systems Manager (HL):***

Responsible for administering the system on a day-to-day basis, including the following specific duties:

- Ensuring the Environmental Policy is implemented through the requirements of the EMS
- Ensuring the EMS is established, implemented and maintained in accordance with ISO14001 requirements
- Reporting on the performance of the EMS to top management for review and to provide a basis for improvement of the system
- Raising Staff Awareness
- Ensuring that objective and targets are being achieved
- Publish an annual environmental management system report
- Other duties as defined elsewhere in this and related documentation

***Works Supervisors/Chargehands:***

Responsible for the EMS in their respective areas of responsibility, including providing adequate resources for implementing and maintaining the system on a day-to-day basis;

All Staff are to comply with the requirements of the EMS, including conforming to the requirements of the Environmental Policy, Objectives and Targets and Legal and other requirements.

## **4.2 TRAINING, AWARENESS & COMPETENCE**

We have established a training procedure to ensure that all employees whose work may have a significant impact on the environment receive training on the importance of complying with the requirements of the environmental policy, procedures and other requirements of the EMS; the significant environmental effects associated with their work, the environmental benefits of improved performance and the potential consequences of departing from specified procedures.

Staff, operatives and their line managers will assess relevant environmental training needs for the coming year.

All new staff will undergo environmental awareness training as part of the induction process. Key staff will receive higher-level training as required.

## **4.3 COMMUNICATION**

We have established a procedure for dealing with internal communications; information will cascade downwards via the Managing Director. The Managing Director will carry out office staff briefings and Works Supervisors will dedicate a section of the 'Toolbox talks' to the works operatives on environmental issues. This is used as a way of getting key information to staff and operatives quickly and can be used for important issues or developments in relation to EMS. Our Policy is displayed on internal notice boards.

Procedures are established for receiving, recording and responding to external communications relating to the organisation's environmental performance dealing with regulatory authorities, the public, suppliers, staff and operatives.

All external communications relating to our environmental performance or ISO14001 standards are referred to the ESM, who is responsible for recording and responding to all such external communications.

## **4.4 ENVIRONMENTAL MANAGEMENT SYSTEM DOCUMENTATION**

The environmental management system has been set up to include the EMS manual, supported by procedures and, where appropriate, site specific work instructions. The manual and procedures are generic to the whole company however work instructions are relevant to specific areas of work.

## **4.5 DOCUMENT CONTROL**

We have established a formal procedure for controlling all documents required for the implementation and maintenance of the environmental management system. The Admin Manager will retain a full set of EMS documents and will be responsible for their maintenance, ensuring that they remain up to date and effective and that they are regularly reviewed by the relevant persons/groups.

## **4.6 ENVIRONMENTAL/OPERATIONAL CONTROL**

Operational control will be applied to all activities associated with the identified significant environmental aspects and legal requirements, within the scope of the EMS.

The Admin Manager will keep all operational control procedures up to date.

## **4.7 EMERGENCY PREPAREDNESS & RESPONSE**

The potential for accident and emergency situations is identified in the Register of Environmental Aspects and Impacts where appropriate emergency procedures have been established to cover our response to emergencies.

The Managing Director is responsible for ensuring that all incidents are investigated and recorded in the Incident Log. The Managing Director is also responsible for arranging emergency procedures to be tested where practical. Testing will be recorded.

The Managing Director is responsible for ensuring that the potential for environmental accidents is reviewed, together with the Pollution Risk Assessment and Prevention Plan in the Management Review Meetings. The review should have regard to any previous incidents.

## **5.0 CHECKING & CORRECTIVE ACTION**

### **5.1 MONITORING & MEASURING**

Procedures have been developed to monitor and measure any of the characteristics of our activities which could have a significant effect on the environment; including legislative requirements, performance tracking, operational controls and conformance with the objectives and targets. The Managing Director has overall responsibility for determining the monitoring programme and allocating responsibility to individuals within the organisation.

Where individuals responsible for monitoring use equipment, which needs to be calibrated, they are responsible for ensuring this is done according to manufacturer's guidance, and are to keep appropriate records.

This information is reviewed periodically and any resulting actions are carried out as appropriate.

### **5.2 PROBLEM IDENTIFICATION, CORRECTION & PREVENTION**

Corrective and preventive action will be instigated following any identified non-conformance with the requirements of the EMS. The Non-conformance and Corrective and Preventive Action Procedure will specify how this will be achieved and defines the responsibility and authority for handling and investigating a non-conformance.

- Circumstances, which give rise to a non-conformance, include:
- Failure to observe the requirements of the environmental management system
- A result of environmental audits (internal and external)
- Failure or risk of failure to comply with environmental legislation
- Complaints from sources external to the company

Where non-conformities arise these will be recorded on the incident log and action taken to mitigate any impacts resulting from the non-conformance.

### **5.3 ENVIRONMENTAL RECORDS**

Procedures have been developed for the identification, maintenance and disposition of environmental records. The Managing Director will hold all paper records on the EMS, and will be responsible for controlling all electronic versions. All records will be held at head office.

### **5.4 AUDIT OF THE ENVIRONMENTAL MANAGEMENT SYSTEM**

The audit of our EMS will be based on a one-year cycle and will be carried out by the QA manager, an external auditor and additional staff as necessary who will be fully trained to carry out this function. The audit programme will be designed and reviewed on an annual basis by the Managing Director.

Procedures for these audits have been established in order to determine whether the management system is functioning properly and to provide information to management.

## **6.0 MANAGEMENT REVIEWS**

Regular reviews of the environmental management system take place to ensure its continuing suitability, adequacy and effectiveness.