

THE WAY WE DO BUSINESS

- Our company is built on honesty. We work together in trust and with mutual respect.
- We want to maintain a set of attitudes that recognise that accidents can be avoided. The workplace should be safe for all. Quality can't just be a term used to measure products or services; it must apply to the whole experience of being part of Scotia Homes.
- Everyone at Scotia knows the importance of constant environmental awareness. As a company and as individuals, we know we're responsible for trying to make sure our environmental impact remains positive.
- These are shared values. In the boardroom, in offices, on sites and in all our contacts with contractors, customers and neighbours, we're all part of a team. Both as individuals and as team members, we should be ready to take responsibility for everything connected with HSEQ. Continuous improvement is the constant aim.
- The company aims to make sure that the tools, information and the training people need to help them prevent accidents are in place. We must not wait for things to happen, we must prepare in advance.
- Every individual has the power, the right and the duty to stop working if they think the job they're doing or something they see may be unsafe. By taking that responsibility, they provide the company with information which can be used to train, guide and inform others, as well as help to keep everyone safe.
- The company's aim is to make it easy for employees, contractors and the public to provide feedback. Whoever you are, you can be confident that meaningful communications flow in both directions – to and from you.
- We all share the responsibility for assessing risks. The company will provide the resources and set up procedures, and each individual can contribute by monitoring how jobs are done, and reporting back anything which needs attention.



Martin Bruce
Managing Director



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