



Corporate Social Responsibility



Responsible Manufacturing

Tobermore is committed to manufacturing responsibly by achieving the highest standards of environmental performance, preventing pollution and minimising the impact of its business operations. We are reporting on CSR data to gain better visibility of our performance and to benchmark ourselves to ensure we improve. We consider our CSR KPI's just as important as Financial KPIs - we strive to be a force for good in society as our business grows.

Tobermore is a company which is steeped in family values and at the heart of our rural community. Our social responsibility is far-reaching and involves employees, charitable organisations, school children and various community groups. Within this booklet we will outline the actions we are taking as part of our approach to corporate social responsibility.





Energy Performance



Wind Turbine

100% of electricity produced from our 250kW wind turbine is used during our production process.



Solar Panels

We have over 1,250 solar panels installed producing 38,950.90 kWhr per annum.



Electricity

We have a turn-off policy to ensure all electrical equipment is switched off when not in use.





Waste Management



Waste to Landfill

We have reduced our waste to landfill to zero through a process of continual improvement in production efficiency and the 100% recycling of manufacturing residue.



Recyclable Packaging

We use 100% recyclable packaging and provide the maximum protection for our products with minimum environmental impact.





Water Usage



Water Recycling

We recycle 100% of the water used in our manufacturing process and manage our use of this precious resource by investing in systems to harvest rainwater.



Water Champion Award

We have been awarded the Water Champion Award by The Consumer Council for Northern Ireland for pro-actively reducing our water use.



Rainwater Harvesting

100% of the water used in the production of our products comes from our rainwater harvesting system and our own bore hole.





Transport Efficiency



Transport

We maximise transport efficiency, through our “on time and in full” policy. All loads are despatched from a single site and vehicle use is optimised through back loading.



Despatch Efficiency

We merge loads to minimise several trips and use carefully planned routes to lower fuel consumption.



Fuel Consumption

Our drivers have been educated to maximise fuel efficiency while driving.





Our Local Environment



Land Restoration

8 acres of our quarry land have been restored to local farm use. We have also planted 5 acres of trees to complement the surrounding natural beauty.



Noise Pollution

We have taken steps to reduce noise emissions such as investing £550,000 in soundproofing our production plants.



Dust Pollution

We have installed dust extraction systems, covered all conveyors and have comprehensive cleaning routines to reduce all dust pollution.



engineer
CONSTRUCTION, QUARRY & RECYCLING
AWARDS 2019
WINNER

Quarry of the Year Award

For the second year running, we have won Quarry of the Year award 2019 at the Construction, Quarry & Recycling Awards.





Our People



Company Culture

We have an excellent company culture with over 290 staff enjoying a first class working environment and monthly social events.



Induction Process

New employees go through a tailored 2-12 weeks induction plan and have weekly reviews for the first 6 months giving them the perfect foundation to grow within the organisation.



Continuous Learning

Monthly learning takes place across all departments as well as having an online platform with over 430 online courses available to each member of staff.



Excellence in Customer Service Award

2019 winner at the Construction, Quarry & Recycling Awards.





Health & Safety



Modern Slavery

Tobermore has a zero-tolerance approach to modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business.



Awards

Winners of the 2018 Plant & Civil Engineer Health & Safety Award! This prestigious award recognised how Tobermore have worked with the Health & Safety Executive to improve safe working practices.



In-Depth Procedures

We have put thorough health & safety procedures in place to ensure a safe and accident free environment.





Helping the Community



Charitable Giving

Tobermore support a large number of charities and organisations from a variety of sectors across the UK and Ireland and we have donated over £4.8 million in the last 10 years.



Local Employer

Tobermore are the largest employer in the local village for over 70 years and we actively support local organisations, schools and churches.



Charity Spotlight



Tobermore is committed to supporting various charities through donations on a corporate and employee level. We are especially proud to partner with the international charity *World Vision*.

World Vision believes that by working together with children, communities, and their supporters and partners – in almost 100 countries – the lives of the world's most vulnerable children can be transformed.

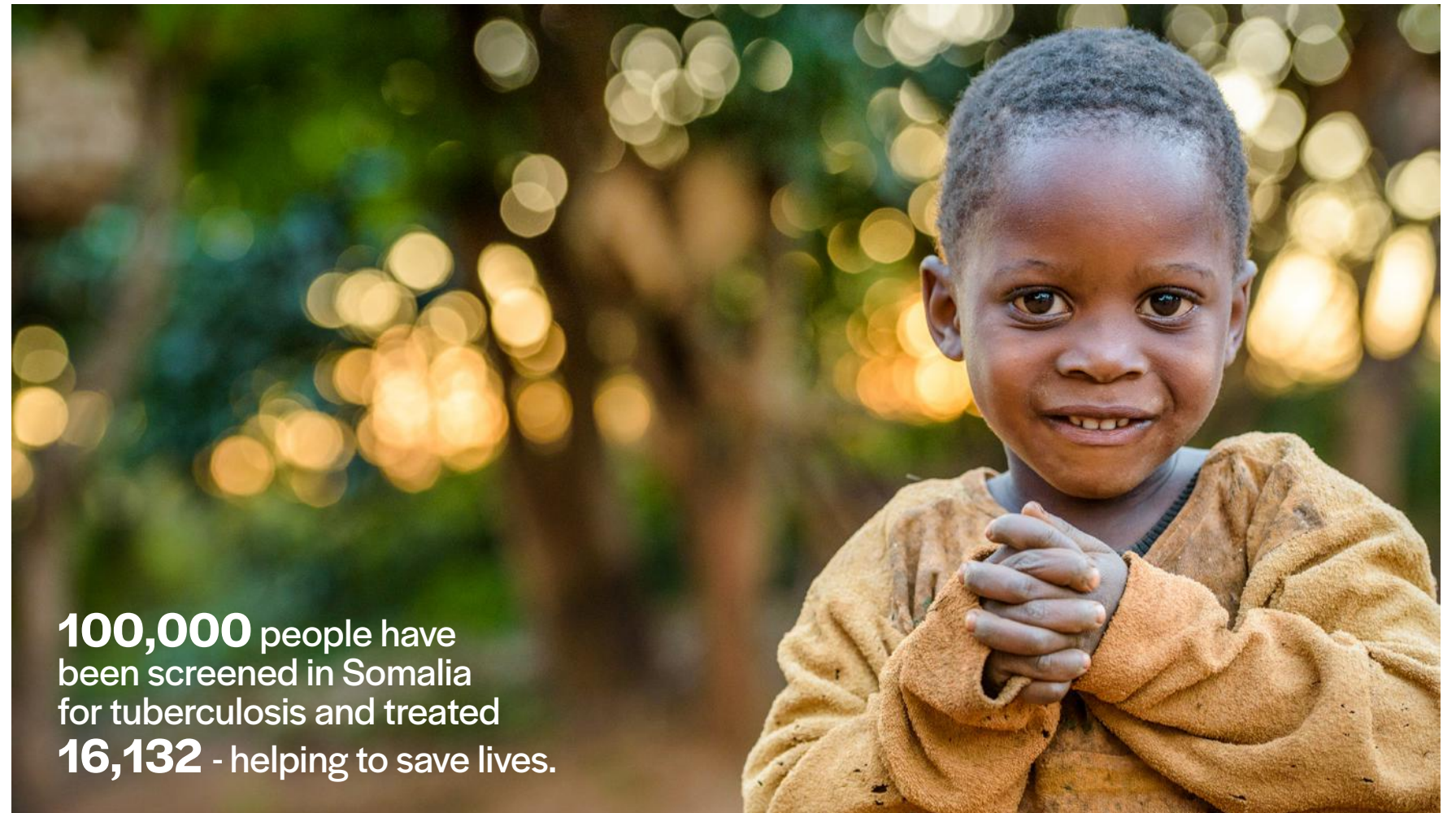
The vital funds raised by Tobermore contribute to improving children's health, education, water, protection and sources of family income to build brighter futures.



Charity Spotlight



580,054 people now have access to healthy and nutritious food.



100,000 people have been screened in Somalia for tuberculosis and treated **16,132** - helping to save lives.



118,313 children have access to a quality education giving them brighter futures.



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Paving



Walling & Retaining Walls



Facing Brick

