



Development With Care Policy

BANKSGroup
development with care

The Banks Group is an established family business with a diverse range of energy and property projects including surface coal mines, onshore wind farms and commercial and residential property developments.

The purpose of this policy is to ensure that we conduct our business in a responsible manner, with consideration for the environment, for the local communities in which we operate and for our customers, employees and suppliers.

We aim to grow our business by continuously improving our environmental performance, by using safe, responsible and efficient business practices and by building and maintaining positive relationships with everyone with an interest in our business.

We aim to make a significant positive change to both the environment and local communities by delivering environmental, social and economic benefits and minimising any potential adverse impacts associated with our business.

Through the implementation of this policy we remain firmly committed to development with care ensuring that we develop high quality, sustainable projects and not only comply with, but strive to exceed regulatory requirements.

We will ensure that our development with care principles continue to be incorporated into our projects and in the way that we conduct our business through the implementation of the following policy objectives:

OUR ENVIRONMENT

1. To ensure that Banks Group developments are designed, developed and operated incorporating measures to optimise benefits for the environment and the local community and to avoid, reduce or control any adverse impacts that may be associated with our activities.
2. To create best practice to achieve standards above those required by environmental legislation and to achieve the environmental and sustainable objectives and actions set down in each project's environmental management plan.
3. To assess the environmental performance of individual projects operated by the group and to ensure continuous improvement of the environmental management system through a programme of environmental audits, monitoring and annual review.
4. To ensure that we use energy and natural resources efficiently and minimise waste.

OUR LOCAL COMMUNITIES

5. To deliver excellent community engagement throughout the life of our developments and provide opportunities for effective two way communication, for community participation and for partnership, sharing the benefits of our business with our host communities.
6. To identify community needs and social solutions that can be delivered through our new development projects.
7. To support and invest in community groups to provide new community amenities through the Banks Community Fund.

OUR EMPLOYEES

8. We will treat our employees equitably, fairly and with respect providing equal opportunity for all employees regardless of colour, nationality, race, religion or belief, ethnic origin, sex, marital status, disability, part-time or fixed term status, parental responsibilities, age or sexual orientation.
9. We will unlock talent and support our employees to develop the skills and expertise necessary to perform their role to the highest level.
10. We are committed to safeguarding and promoting the health, safety and welfare of our employees. All work activities will be carried out in compliance with the relevant statutory provisions and all reasonably practicable measures will be taken to avoid risks to employees and others who may be affected by our work activities. We will encourage our employees to maintain an active and healthy lifestyle.

OUR BUSINESS PARTNERS

11. Our developments will be designed safely, responsibly and efficiently to deliver consistent high quality schemes that meet the needs of society for property, energy and waste management.
12. We will build on our relationships with our customers and suppliers and treat them fairly, ethically and with respect and we will encourage and work with them to achieve excellence in responsible business practice.
13. We will encourage local businesses to bid for work on our projects providing local supply chain opportunities in the vicinity of our developments.
14. We will work with our regulators to assist our business to achieve success.

H J Banks
Chairman, Banks Group
October 2013