



Sustainability Compliance Booklet

Sustainability

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Sustainability Compliance Booklet

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1 Introduction

Sisk operate an Environmental Management System to ISO 14001 and an Energy Management System to ISO 50001. We expect all contractors and suppliers to co-operate fully in the implementation of these systems on-site. As a minimum, all contractors are expected to comply fully with all relevant environmental legislation and industry best practice.

Sisk is committed to protecting the environments where we work, minimising the impact which our works have on these environments, as well as actively engaging with the local communities to deliver our projects sustainably.

These expectations are general rules relating to the management of the working environment and should be read in conjunction with the project specific Sustainability, Environmental and Energy Plan (SEEP).

2 Sisk Policy Statements

Sisk's Sustainability and Energy Policy statements will be displayed in both the Sisk site office and welfare facilities.

3 Objectives and Targets

Sisk have several sustainability objectives and targets which are monitored at a project level on a monthly basis, with project performance displayed on the Sustainability site noticeboard. Contractors are expected to assist Sisk in achieving these objectives and targets relative to their work operations. These targets are updated on an annual basis and the latest targets can be reviewed in the Project SEEP.

Area	Metric
Energy	kg CO ₂ e/£100k
Water	m ³ /£100k
Materials	% certified timber
Waste	% diverted waste (Construction & Demolition)
	t/£100k waste generated (Construction)
Community	CCS Score

Figure 1: Sisk Objective and Target Areas.

4 Environmental Management System (EMS) Documentation

The following forms and documents from the Sisk Environmental Management System (EMS) must be reviewed and completed where necessary by all contractors.



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Subcontractor Environmental Plan – to be completed by all contractors two weeks prior to starting on-site and a copy forwarded to the Project Environmental Champion.

Waste Dispatch Log – to be completed/updated by all contractors removing their own waste at the time of each waste movement and a copy forwarded to the Project Environmental Champion at the end of each week.

5 Operational Controls

5.1 Incident Preparedness and Response

All contractors must consult the site-specific Incident Preparedness and Response Plan included in the site Project SEEP prior to any works commencing to raise awareness of the response procedure on-site. The Incident Preparedness and Response Plan will also be displayed in various locations around the site.

Do	Be aware of the location of all watercourses, gullies and drains before starting work and ensure that they are all protected where necessary.
	Ensure fuel or oil storage areas are located away from vehicle routes, and at least 10 m from any watercourse and at least 50 m from any well or borehole.
	Ensure only trained and competent individuals undertake refuelling activities.
	Immediately act to contain any spill and report it to the Project Environmental Champion.
	Inform Sisk management and then the environmental regulator if a spill or leak may have entered a watercourse or drain.
	Check the contents of spill kits regularly to ensure they contain all appropriate materials.
	Ensure spill kits are in a well sign-posted location and protected to prevent damage from the weather.
	Ensure spill kits are specific to the oils and chemicals that are on-site.
	Dispose of used spill kit materials in the hazardous/special waste receptacles provided.
Don't	Allow liquids to flow into watercourses or drains.
	Wash off any tools or plant in watercourse.
	Store fuel or chemicals within the catchment of a live gully.

5.2 Ecology

All contractors must consult the Project SEEP prior to any works commencing to raise awareness of any ecological risks, such as protected habitats or invasive species. Any site-specific risks will also be highlighted in the site specific orientation.

If protected habitats or invasive species are discovered during works on-site, stop work in that area immediately and contact the Project Environmental Champion.



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5.3 Animals

Do	Minimise disturbance – animals will generally move away from an area when disturbed.
	Before the start of each shift, and after a break, check the area for wildlife.
	Stop work near any wild animal that is found, and report the finding, and any harm caused, to the Project Environmental Champion.
	Watch out when clearing a site near ponds as great crested newts may be present. If newts are found, stop work and contact the Project Environmental Champion.
Don't	Approach animals - they may become distressed and may bite.
	Take or destroy the egg of any wild bird.
	Disturb, damage or move a bird nest at any time unless it has been confirmed as unoccupied by an appointed specialist.

5.4 Harmful and Invasive Non-native Plants

Do	Cordon off the area to prevent accidental spread, and raise with the Project Environmental Champion, if plants are found that could be noxious or invasive.
	Wash the wheels/tracks of any vehicles that have been in a highlighted area with known or potential noxious or invasive plants, and control wash water.
	Ensure that those who have been working in the area wash their hand tools, boots and gloves.
Don't	Enter an area of identified noxious or invasive non-native plants.
	Excavate or move soil that may contain seeds or other plant materials without advice from an appointed specialist.
	Stockpile material suspected of containing invasive non-native plants within 10 m of watercourses, gullies or drains.

5.5 Trees, Hedgerows and other vegetation

Do	Keep vehicles and plant away from trees and hedgerows.
	Wrap damp sacking around any exposed roots and cover with sharp sand until ready for back filling. Compact backfill lightly.
	Take care not to damage bark or roots.
	With permission, cut roots only with a clean hand saw; do not use a digger or spade.
	With permission, remove any branches that are, or are likely to be, damaged by the works using a saw or loppers close to where they join a larger branch or the trunk.
	Recycle waste vegetation locally if possible.



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Don't	Store any materials, place skips, or park vehicles, within a tree protection zone – this can damage roots.
	Store fuels or oils under or near trees.
	Clear trees from a site during the bird nesting season (between March and August inclusive).
	Fell trees without checking whether they are protected and whether nesting birds are present.

5.6 Historic and Built Heritage

All contractors must consult the Project SEEP prior to any works commencing as this will highlight any issues of archaeological significance, listed buildings or ancient monuments which require control measures. Any site-specific risks will also be highlighted in the project induction.

If archaeological remains are found unexpectedly during works, stop work immediately and contact the Project Environmental Champion.

5.7 Archaeological Remains

Do	Ensure site workers are aware of any known historic remains on-site.
	Erect protection fencing around any known or suspected area of archaeological or historical interest and raise with the Project Environmental Champion.
	Stop work immediately if anything is found that might be of archaeological significance and seek expert advice.
	Follow advice provided by the appointed archaeologist.
	Adhere to the specific working methods to avoid disturbance to remains, should work be allowed to restart.
Don't	Remove any "finds" (e.g. coins, pottery or bones) from where they are found.
	Undertake any work close to areas of identified archaeology without permission from site management.
	Drive vehicles through protected areas.

5.8 Built Heritage

Do	Ensure that site workers are aware of listed buildings and scheduled ancient monuments on-site.
	Ensure that all works on these structures are covered by the appropriate consent before starting.
	Inform site workers of the work they can and cannot carry out on the structure.
Don't	Alter, damage or demolish any listed building or scheduled ancient monuments on-site.



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Remove any item of (potential) historical importance without first consulting the heritage specialist.

5.9 Land Contamination and Unexploded Ordnance (UXO)

All contractors must consult the Project SEEP prior to any works commencing. This will highlight any known areas of contaminated land or UXO and the site-specific control measures regarding this. Any site-specific risks will also be highlighted in the project induction.

If areas of suspected contaminated ground or items of UXO are found unexpectedly during works, stop work immediately, secure the area and contact the Project Environmental Champion.

Do	Ensure that site workers are aware of the controlled fenced-off remediation zone if part of a contaminated site is being remediated.
	Follow advice provided by appointed UXO specialist.
	Ensure people on-site are aware of where the quarantine area for particularly hazardous materials is.
	Where possible, load lorries in sheltered areas to avoid windblown contaminated dust.
	Ensure vehicles moving from contaminated areas have their wheels washed before they enter non-contaminated areas of the site.
	Damp down, or use specialist soil binders, where there is a risk of windblown contaminated material.
	Take care when dewatering excavations (pumping out groundwater or rainwater) if they are near contaminated sites, as contaminated groundwater from nearby sites can be drawn in.
	Be aware that disturbing the ground can release flammable vapours.
	If possible, avoid stockpiling contaminated soil.
	Use covered skips rather than sheeted stockpiles.
	If it is necessary, stockpile only on a hard-standing area to prevent contamination of underlying ground, use impermeable liners, and control surface water drainage from the stockpile area.
	Use a road sweeper to keep site accesses clean and free from mud and standing water.
	Find out where to deposit road sweeper arisings.
	Stop work in that area immediately if contamination or UXO found unexpectedly.
	Secure the area and prevent access to unexpected contaminated area.
	Report suspected contamination to the Project Environmental Champion so that it can be investigated by a competent person.
Understand the Site Management Plan for dealing with unexpected land contamination or UXO.	



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Don't	Continue dewatering activities in an area of suspected contamination, as contaminated groundwater may be mobilised in and around the site.
	Allow colleagues to enter the area of contamination until a manager or an appointed specialist gives instructions to do so.

5.10 Nuisance

All contractors must consult the Project SEEP prior to any works commencing. This will highlight the permitted site working hours, restricted quiet periods and any site-specific conditions in place for the management of nuisance, such as Section 61 consents. Any site-specific conditions will also be highlighted in the project induction.

5.11 Interaction with Local Community

Do	Access the site by approved routes only.
	Schedule deliveries outside of local rush hour, but within permitted site working hours.
	Keep public roads and footpaths clear of dirt and debris.
	Keep lighting to the minimum needed for safety and security.
	Only park in approved site parking areas.
	Restrict eating and smoking to designated areas away from public view, and ensure these areas are kept clean.
	Be aware of the member of staff who is the point of contact for the local community.
	Be polite and courteous to members of the public at all times, even if they appear aggressive.
	Respond to any enquiries or complaints quickly if they can be immediately resolved, and/or tell the Sisk contact as soon as possible so they can act.
	Don't
Drop litter or leave sites untidy.	
Drag mud or allow wash waters onto roads.	
Use offensive language.	

5.12 Dust, Emissions and Odours

Do	Use dust suppression measures – sweep regularly and use water to damp down.
	Consider fine spray dust suppression systems for demolition activities.
	Minimise drop heights into haulage vehicles, conveyor belts and other plant.
	Use enclosed conveyors and chutes for conveying demolition materials and dampen down regularly.



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	Use debris sheeting around buildings during demolition to reduce dust emissions.
	Ensure crushing plant is away from sensitive receptors.
	Ensure stockpiles have the minimum practicable height and gentle slopes and locate as far away as possible from sensitive receptors.
	Where possible, use storage bays to contain stockpiles; the stockpile should not be higher than the sides of the bay.
	Stabilise stockpiles by rolling, seeding or covering them.
	Keep to the designated routes for site traffic.
	Keep to site speed limits when driving.
	Use screens, lidded skips and sheeted lorries to contain dust.
	Use dust extraction or water spray attachments on cutters and saws.
	Use modern plant and generators, and service them regularly.
	Turn off plant when not in use.
	Remove waste, especially canteen waste, frequently when under the contractor's control.
	Use water based or low Volatile Organic Compound (VOC) paints.
	Monitor and log routine checks of dust and odour levels when required on and off-site. This can be visual/smell checks or other tests.
Don't	Drag mud onto roads outside the site – use wheel cleaning facilities to make sure wheels are clean before leaving.
	Burn materials or have bonfires on-site.
	Ignore complaints – respond politely and take action or contact the appropriate person on site.

5.13 Lighting

Do	Ensure that site workers are aware of the sensitive receptors surrounding the site.
	Turn off lighting when a room or area is not in use, when not controlled by sensors.
	Position/direct lighting down and away from sensitive receptors.
	Use directional lighting.
	Use appropriate levels of illumination.
	Install hoods, louvers, shields, reflectors and baffles to mitigate or reduce light spillage.
	Ensure mitigation measures are in place.
Don't	Ignore complaints – respond politely and take action or contact the appropriate person on site.



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	Light areas, or leave lights on, when it is not required.
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5.14 Noise and Vibration

Do	Erect/ utilise designated enclosed areas for noisy works.
	Be aware of any restrictions or conditions and adhere to these.
	Ensure works are undertaken in compliance with the Section 60 notice or Section 61 consent (if applicable, UK only).
	If possible, avoid or limit high noise activities (i.e. piling, breaking out with pneumatic tools, grit blasting, hydro-demolition).
	Restrict noisy activities to certain times of the day.
	Adhere to site working hours (normally 08:00 – 18:00 Mon-Fri and 08:00 – 13:00 Sat, no Sundays or public holidays working without prior permission).
	Adhere to project noise limits.
	Carry out noise and/or vibration monitoring when required by Sisk management.
	Operate plant in the mode of operation that minimises noise emissions.
	Reduce use of audible warning systems, especially sirens.
	Point piling rigs into the site to direct noise away from neighbours.
	Keep acoustic doors, hoods and panels on plant closed.
	Minimise drop heights into hoppers, lorries and other plant.
	Arrange delivery times to avoid traffic congestion/noise in the area.
Separate the building structure from adjoining buildings to reduce vibration where structurally possible.	
Don't	Use poorly maintained plant.
	Allow lorries to queue, especially outside the site.
	Ignore complaints from the local community.
	Leave plant running unnecessarily.

5.15 Resource Management

Sisk have several objectives and targets regarding resource management, including Chain of Custody (CoC) Certification, prefer products with Environmental Product Declarations (EPD's) *Ire only*, reducing waste generation, and energy and water use on our projects. All contractors are expected to assist Sisk in meeting these objectives and aiding in the reporting and continuous improvement. Project performance of the objectives and targets will be reported monthly and displayed in prominent locations on-site.



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5.16 Energy Consumption

Do	Site Accommodation
	Where contractors provide their own welfare facilities, where possible specify energy efficient site accommodation (insulated, timers, light sensors, external door closures etc.).
	Avoid excessive lighting and heating or cooling.
	Ensure all lighting and heating is switched off when not in use if not on sensors/timers.
	Set timers for heaters and remember to adjust them to suit seasonal changes.
	Plant
	Ensure plant and electrical equipment is switched off when not in use.
	Where possible utilise efficient/new plant - factor in the cost of running plant, not just the hire cost. Efficient plant is likely to cost less over the course of the project.
	Avoid unnecessary plant movements.
	Operate plant and vehicles correctly to ensure optimum performance.
	Service plant/vehicles regularly.
	Consider switching from compressed air to electric power tools; these can achieve up to 10 times more energy efficiency.
	Ensure generators are specified to optimum efficiency loadings (75-80 percent).
	Consider alternative fuels (e.g. biofuels).
	Transport
	Consider using rail or barges to transport materials rather than lorries.
Order materials from local suppliers wherever possible to reduce the carbon emissions from transport.	
Encourage site workers to use public transport, carpool or cycle to work.	
Don't	Leave doors or windows open when air conditioning or heating is on.
	Leave external lighting on unless it is a security requirement.
	Leave vehicles idling.

5.17 Materials (ordering, delivery and storage)

Do	Ordering
	Purchase all timber through CoC Certification schemes e.g. Forest Stewardship Council (FSC) or Programme for the Endorsement of Forest Certification (PEFC).
	Ask for other certified sustainably sourced materials e.g. BES 6001, Certification Authority for Reinforcing Steels (CARES).



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Do's	Prefer products with EPD's where possible within procurement or specification restrictions – <i>Ire only</i>
	Substitute hazardous materials with non-hazardous alternatives wherever possible.
	Ask for recycled or renewable alternatives to virgin materials (e.g. recycled aggregate).
	Ask for the products to be delivered with reusable packaging.
	Request locally sourced products where available e.g. Grown in Britain (GIB) assured timber.
	Delivery
Do's	Ensure materials are offloaded as close as possible to where they are required.
	Ensure deliveries are checked to ensure they are not damaged; do not accept the delivery if they are.
	Ensure deliveries are checked to confirm they are the correct specification and quantity.
	Ensure all timber delivery tickets include reference to the chain of custody scheme (i.e. FSC, PEFC, GIB), and copies forwarded to the Project Environmental Champion.
	Check for excessive packaging and inform site management if this occurs.
	Consider "just in time" delivery so that materials are not stored on-site longer than needed, exposing them to risk of damage; at most brought to site no longer than 48 hours before needed, as agreed with Sisk management.
	Find out what form the materials will be delivered to arrange the correct plant to unload them.
	Storage
	Ensure materials are stored in accordance with the supplier's instructions.
	Ensure materials are stored on suitable pallets, or for liquids use a bund or drip tray.
	Ensure materials are stored neatly and securely so they are not blown away or damaged.
Do's	Ensure materials are stored away from neighbours and watercourses, including drains.
	Secure materials from the risk of theft, vandalism or accidental damage.
	Avoid double handling – the more they are moved the more chance of damage.
	Ensure that the storage area is secure and weather tight if necessary and that it is ready to receive the materials immediately.
Don't	Store flammable materials near activities which could generate sparks (e.g. cutting, grinding, welding).
	Leave materials where they might be damaged by site traffic.
	Leave materials that could be spoilt by the elements.





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5.18 Fuel and Chemical Storage

Do	Ensure fuel and oil containers are stored within a secondary containment system, such as a bund, that meets the legal requirements.
	Ensure the base and walls of the bund are impermeable to oil.
	Ensure any fill/draw off pipe penetrating the wall of the bund is sealed to prevent oil escape.
	Ensure the secondary containment is covered to prevent the ingress of rainwater.
	Ensure oil and chemical storage areas are secure with controlled access and clearly marked.
	Ensure tank pipes, hoses, pumps, taps and valves are situated within the secondary containment and locked when not in use.
	Regularly check tanks and bund containers for damage and leaks.
	Ensure only trained and competent individuals undertake refuelling activities.
	Place a plant nappy or drip tray under all plant during refuelling.
	Ensure a spill kit and plant nappy is located near fuel storage and refuelling areas.
	Use a funnel when fuelling small plant.
	Ensure all fuel and oil containers are kept tightly sealed, including oil that is waiting for disposal.
	Store materials in suitable containers that are labelled appropriately with fitted lids, taps and tops in good condition.
	Store materials, tanks and drums to guard against impact, breakage, vandalism or theft.
	Ensure all oil, fuel and chemicals are returned to their designated storage area at the end of the shift.
Protect stores against flood damage or inundation.	
Don't	Pour or use detergent to wash waste fuel or oil down drains, take it to a dedicated oil store or use the spill kit to clean it up.
	Store oil and fuel or carry out refuelling within 10 m of a watercourse or drain or within 50 m of a well or borehole, or within the catchment of a live gully.
	Locate fuel and oil tanks near to vehicle routes.
	Leave a tank to fill unsupervised.
	Store oil drums on drip trays; this is not secondary containment.
Make an opening in the secondary containment to drain the bund.	



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5.19 Material Handling

Do	Follow the “first in–first out” rule for perishable materials such as cement.
	Ensure all site staff are aware of what materials on-site require careful handling and follow the supplier handling instructions.
	Keep handling to a minimum to avoid damage to the materials.

5.20 Waste

Do	Ensure site staff are aware of and adhere to the waste management controls included in the Project SEEP.
	Review and identify opportunities to avoid and reduce waste on-site, where possible.
	Work with suppliers to engage take-back schemes and consolidation of loads.
	Segregate waste appropriately as soon as it is generated, and place in the appropriate receptacle.
	Ensure gypsum and hazardous/special wastes are segregated separately from other waste streams.
	Ensure waste containers are marked clearly, if supplied by the contractor.
	Store waste securely to prevent scavenging and materials being blown out by wind.
	Close lids or covers of skips to prevent waste getting wet or escaping.
	Ensure hazardous/special wastes are stored in suitable labelled containers.
	Ensure liquid wastes are stored in suitable sealed containers, in bunded storage areas.
	When a contractor is responsible for the removal of their own waste - select waste management contractors carefully and check and confirm they are licenced and provide compliant waste transfer notes/ dockets.
	Ensure a waste transfer note/docket, or consignment note is received for each waste movement and forward copies to the Project Environmental Champion.
	Keep sites clean and have waste collected regularly.
Store canteen/food waste in a covered skip to discourage rats and other pests from coming on-site.	
Don't	Overfill skips.
	Put liquids or flammable liquid wastes into skips.
	Mix gypsum waste with any other waste streams.
	Mix non-hazardous and hazardous/special waste.



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Do	Mix different types of hazardous/special waste together.
	Store waste materials longer than is necessary prior to disposal.

5.21 Water Consumption

Do	Ensure that there are control and management measures in place.
	Ensure stop taps fitted to all hoses on-site.
	Use non-potable water where possible.
	Act if any water leaks are discovered, and either stop the leak or contact the Project Environmental Champion.
	Refer to the water hierarchy to evaluate the available options.
Don't	Comply with legislation and project targets and commitments.
	Leave taps or hoses running or dripping.

5.22 Traffic, Travel Management and Vehicle Use

All contractors must consult the Project Traffic Management Plan (TMP) in conjunction with the Project SEEP prior to starting works. This will highlight the traffic management requirements for the project and specific controls to be adhered to.

5.22.1 On-site Traffic

Do	Adhere to the access control arrangements to and from the site.
	Ensure drivers adhere to the site rules and speed limits.
	Provide training for drivers if necessary.
	Ensure delivery and waste removal vehicles are sheeted to prevent dust or material being blown into the air.
	Minimise drop heights when tipping materials or loading vehicles
	Point exhausts upwards to disperse pollution and avoid blowing dust up.
	Ensure vehicles enter cleaning facilities before leaving the site.
	Ensure all plant and vehicles are in good working order and check for leaks regularly.
	Should emergency maintenance need to be carried out on-site, ensure it is in a designated area away from sensitive receptors and that a spill kit is close to hand.
Don't	Adhere to the safe walkways on-site.
	Wash vehicles outside of any designated area on-site.
Don't	Let detergents enter the surface water drainage system as this will render any interceptors ineffective.



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5.22.2 Off-site Traffic

Do	Plan the timing of deliveries to avoid vehicles waiting and minimise engine idling.
	Ensure delivery vehicles utilise the allocated waiting area when queuing for access to site.
	Prevent delivery vehicles from queuing outside the site boundary.
	Schedule site deliveries outside times of peak traffic volume.
	Make delivery drivers aware of traffic restrictions on and around the site.
	Ensure all delivery drivers wear Personal Protective Equipment (PPE) once inside the delivery area.
	Have designated workers on-site to receive deliveries, direct vehicles on and off-site, and act as banksmen.
	Ensure vehicles are not incorrectly loaded, as if so, these vehicles will not be offloaded.
	Ensure drivers are aware of the designated route back to the public highway.
	Ensure copies of relevant documentation, e.g. delivery notes, are handed to the gateman when vehicles leave the site.
Don't	Accept deliveries on-site or direct the vehicle without contractor staff to unload them.
	Leave materials or waste in the unloading area.
	Leave engines running while waiting to unload.
	Cause nuisance and congestion around site.

5.22.3 Nuisance and Congestion around Site

Do	Utilise the designated parking areas provided, when applicable.
	Encourage alternative modes of transport for workers to get to site e.g. minibuses, carpooling or bicycles.
	Be aware of road restrictions either through roadworks, narrow roads and bridges with height and/or weight restrictions.
	Follow the planned delivery routes to avoid sensitive receptors such as schools and hospitals.
	Utilise the designated walkways on and around site.
	Use retractable sheeted covers to protect windblown material.
	Consider lorries with 'white noise/broad band' reversing alarms to minimise the effects of noise on residents.
	Ensure vehicles comply with the requirements agreed with the local authorities and police.



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Don't

Park vehicles around the site boundary as this will cause a nuisance to residents and disruption to deliveries.

Allow vehicles to enter the site outside of agreed working hours.

5.23 Water

All contractors must consult the Project SEEP prior to any works commencing. This will highlight any pollution risk areas and site-specific control measures for water discharge activities. Any site-specific conditions will also be highlighted in the project induction.

5.23.1 Pollution Prevention

Do	Work in accordance with any permits, restrictions or rules that have been placed on the site for working near water.
	Utilise designated concrete washout area provided by Sisk.
	Reuse washout water as much as possible.
	Protect surface water and groundwater from washout.
	Erect dust screens on bridges and roads near water.
	Seed, roll or cover stockpiles as soon as possible.
	Erect silt traps at toe of soil stock piles.
	Where possible, minimise the amount of exposed earth.
	Place covers over freshly poured concrete to prevent surface washing away in heavy rain.
	When working over water, construct the working platform to act as a bund in case of spills.
	Use wheel and boot cleaning facilities and a designated area with appropriate containment for washing tools and plant that have been in contact with concrete.
	Use drip trays when refuelling, and below standing plant.
	Have booms available and know how to use them in case of a spill in a watercourse.
	Regularly inspect pollution prevention equipment and ensure it is in good condition.
	Regularly check waters for signs of pollution.
Look for any visible signs of discolouration or cloudiness in waters at or near the site.	
Ensure site staff are aware of who to contact in the event of a pollution incident.	
Don't	Store soil, stone or similar materials within 10 m of watercourses or drains.
	Locate fuel and oil storage areas near to vehicle routes, watercourses or drains.
	Allow plant with oil or hydraulic leaks near any watercourse.
	Ignore signs that pollution is occurring (e.g. muddy water entering watercourses or gullies).



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5.23.2 Drainage

Do	Work in accordance with any environmental permits and discharge consents for water abstraction and discharges that are in place.
	Check any discharges regularly to make sure they are within permit conditions.
	Ensure silt traps are in place, when required.
	Protect/cover drains.
Don't	Pump silty water directly into watercourses, ditches or surface water drains.

5.24 Equality and Fair Treatment

All contractors must abide by Sisk's Equality Policy for equality of opportunity and fair treatment, to promote an environment free from discrimination and actively encourage diversity amongst its workforce.

Do	Adhere to the Sisk Equality Policy.
	Treat employees/ colleagues fairly and with respect.
	Report instances of discrimination if observed or made aware to Site Management.
	Promote the benefits of adopting fair employment practices through the supply chain to your partner organisations, suppliers and the market.
	Cooperate with Sisk in providing opportunities for working with voluntary and community sector organisations in the supply and service delivery.
	Cooperate with Sisk in providing opportunities to offer training and employment for local communities, under-represented classes and long-term unemployed.
Don't	Discriminate through recruitment, promotion, training opportunities, pay, benefits, discipline and redundancy.
	Discriminate, harass, bully, victimise or intimidate employees or colleagues.
	Discriminate against employees who hold trade union membership.

5.25 Social Sustainability

All contractors are expected to assist Sisk in ensuring the requirements of the Modern Slavery Act 2015 are considered throughout the supply chain and working with communities to promote social sustainability.

Do	Take measures to ensure slavery and human trafficking is not taking place within your business or supply chain.
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Green	Takes measures to ensure child labour is not utilised in your operations, or those of your supply chain.
	Offer wages and benefits that are as a minimum at industry benchmarks/national legal standards.
Red Don't	Seek to avoid providing employees with their legal and/or contractual rights.
	Impose working hours on employees that are excessive and non-compliant with national laws/industry standards.
	Support, encourage or facilitate the trade in illegal goods and/or services.

