

## **Our Philosophy and Approach to Corporate Social Responsibility**

- **Local Employment, Training & Apprenticeships**
- **Charitable Support**

The McTaggart Group contributes considerably to local employment initiatives via its main building contracts throughout the West of Scotland. Many of the contracts have Community Benefit clauses whereby McTaggart Group commit to local employment, work placements, training opportunities and Apprenticeships.

McTaggart Construction are accredited in 'Investors in People' with McTaggart Group also being accredited in 'Investors in Young People' which has led to many successful outcomes in building loyalty, commitment and developing staff at all levels within the business. Significant resources are allocated to training staff in construction, administrative and IT related skills.

Presently McTaggart Group has approximately 220 direct employees including staff, trades and Apprentices/trainees. Our work-force operate within our offices in Dalry and Glengarnock and across our building sites throughout the West of Scotland.

McTaggart Group remains committed to working with local subcontractors and suppliers in carrying out all aspects of construction. Many of our framework contracts are secured on our ability to deliver local and sustainable economic contribution and advantages.

This flexible model of employment and creating opportunities in various construction skills is core to our everyday business approach.

### **Community**

McTaggart Group aims to develop positive relationships in the local communities in which we operate.

Our objective is to understand the needs of these communities and provide support to projects that bring positive benefits to the local area.

We try to identify suitable opportunities to donate to local charities and sponsor local sports teams. We also work with local schools and nurseries to help provide education and information on various aspects of the construction sector.

### **Building for the Future**

Established in 1946, we remain committed to developing skills in construction for future generations. Our social responsibility to our local communities is to provide opportunity and create employment. We will remain true to our local area and support charitable good causes creating goodwill in all our actions.

### **Policy Review**

This current policy will be reviewed April 2018 and shared with our employees.



Gary Climson  
Managing Director  
McTaggart Group  
12<sup>th</sup> April 2017