

## Aims of the Policy

The employees of this Company are its most valuable asset. The Company recognises that, for a number of reasons, employees could develop drug or alcohol-related problems during the course of their employment. This policy applies to drugs, which are unlawful under the Criminal Law (not to prescribed medications) and to McTaggart Group Ltd., is a self sufficient construction service provider having dedicated in house subsidiary and associated companies in the following construction areas:-

- **McTaggart Construction Ltd** - Main Contractor
- **McTaggart Civils Ltd** - Groundworks & Civil Engineering Contractor
- **ABN Services Ltd** - Plumbing, Heating & Electrical Contractor
- **McTaggart Scaffolding Ltd** - Scaffolding & Edge Protection Contractor
- **Tod Timber Engineering Ltd** - Timber Frame Contractor
- **Laurel Homes** - Private Housing Developer

The McTaggart Group contributes considerably to local employment initiatives via its main building contracts throughout central Scotland. Many of the projects have contracted 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 370 direct employees across its offices in Dalry, Glasgow and Fenwick and throughout its various sites in the central Scotland.

McTaggart Group are 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.

## 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.

Signed:



**Gary Climson**  
**Managing Director**

31<sup>st</sup> January 2022