

A Responsible Korbuild





At Korbuild we will ensure that all matters of Corporate Social and Welfare Responsibility are considered and supported in our operations and administrative matters and are consistent with the Company's values. We will continue to develop, learn and recognize that in doing so we can add significant value to our staff, clients, suppliers and the wider community.

All who work for and with Korbuild will adopt the Corporate Social and Welfare Responsibility considerations described in our policy within their day-to-day work activities. Our management will act as role models by incorporating our responsibilities into decision making in all business activities with the focus on building a better future for the communities in which we work in today and for future generations.



We will ensure that appropriate organisational structures and training are in place to identify, monitor, and manage Corporate Social and welfare Responsibility issues and performance relevant to our business.

Our ethos is built on conducting our business in a socially responsible and ethical manner, protecting the environment, heritage and the safety of all, supporting human rights, engaging, learning, respecting, developing and supporting the communities and the cultures with which we work and live in.

We are founding members of 4Construction, a training group with strong links to CITB, encouraging and assisting it's members in ensuring ongoing personal development for it's staff and sub-contractors. We also have a Director sitting on the board allowing Korbuilt to draw on it's own experience of the Industry to help identify skills shortages and training needs and ultimately shape the future of the group. This collaboration demonstrates our commitment to continuous improvement not only for us as a company but for the Construction Industry as a whole.



INVESTORS IN PEOPLE™
We invest in people Gold

Korbuilt are proud to hold Investors in people gold award. With only 26% of organisations achieving gold, it means every person within is involved in supporting each other and doing our best to make work better.

86%

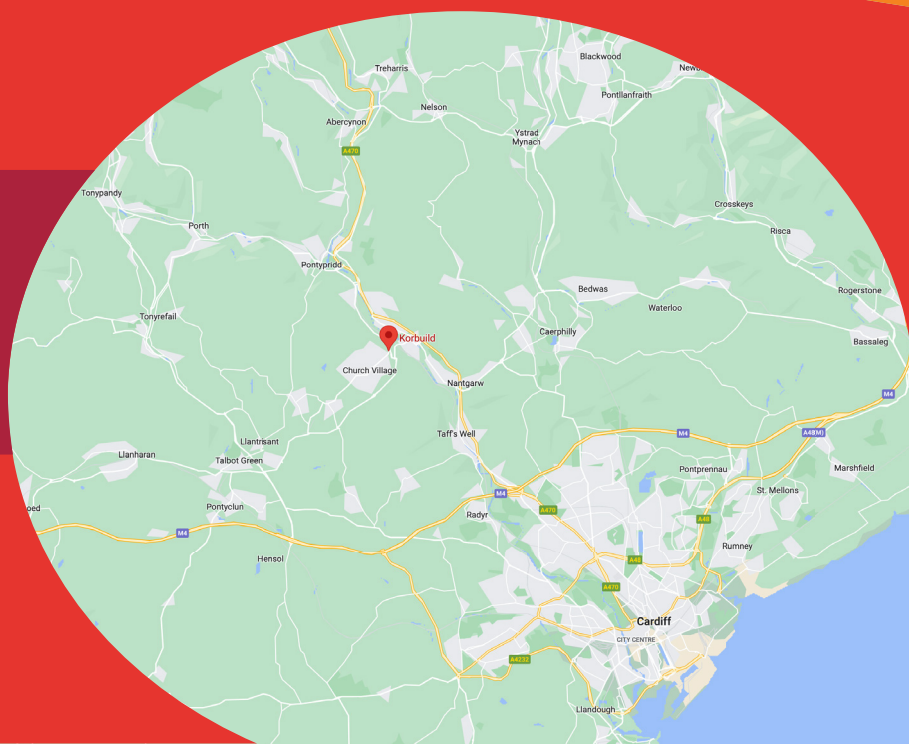
of supply chain partners based within 20 mile radius.

8

opportunities for apprentices created in 22/23

34

NVQ's enrolled to date



Korbuild work continuously in educating it's workforce on environmental and carbon reduction strategies. All staff are members of the supply chain school, regularly completing relevant training modules. This ensures all staff are educated and informed on the sustainability issues we face and can make personal, minor improvements and adaption to help support the environment. Individual staff are also working towards the IEMA certificate in environmental management and IEMA Pathway to Net zero courses.

We work collaboratively with our supply chain on a commitment to reduce the carbon footprint. Our supply chain are FORS accredited, demonstrating best practice in safety, efficiency and environmental protection. All supply chain undergo a rigorous PQQ, covering all aspects of business from HSE, Financial, Resources and experience, ensuring Korbuild are committed to the pathway to Net Zero, gaining a strategic and operational overview of environmental sustainability affecting the industry. We measure, record and calculate our carbon footprint in line with ISO 14001 requirements. We use this to continuously improve and reduce our own operational emissions. To date we have introduced hybrid machines, supply noise reducing solutions such as acoustic barriers for all cutting stations to manage and reduce noise. By migrating to online systems such as Fieldview, Openspace and SharePoint, we are proud to be a digital business.

We are proud to be working with our clients and contractors on the first carbon neutral 3-19 school in Wales, catering for 1820 pupils.





We have dedicated on site and in house Mental health first aiders, providing the knowledge and confidence to support individuals experiencing mental distress. All direct staff are mental health awareness trained, helping to reduce the stigma and raise awareness for mental health within the organisation.

Korbuild support The Lighthouse charity, an industry wide charity that provides emotional, physical and financial wellbeing support to construction workers and their families. All sites have dedicated Lighthouse information and support available 24/7.

Support local over 50's walking football to encourage health and movement. We support with kit and equipment to our local team.

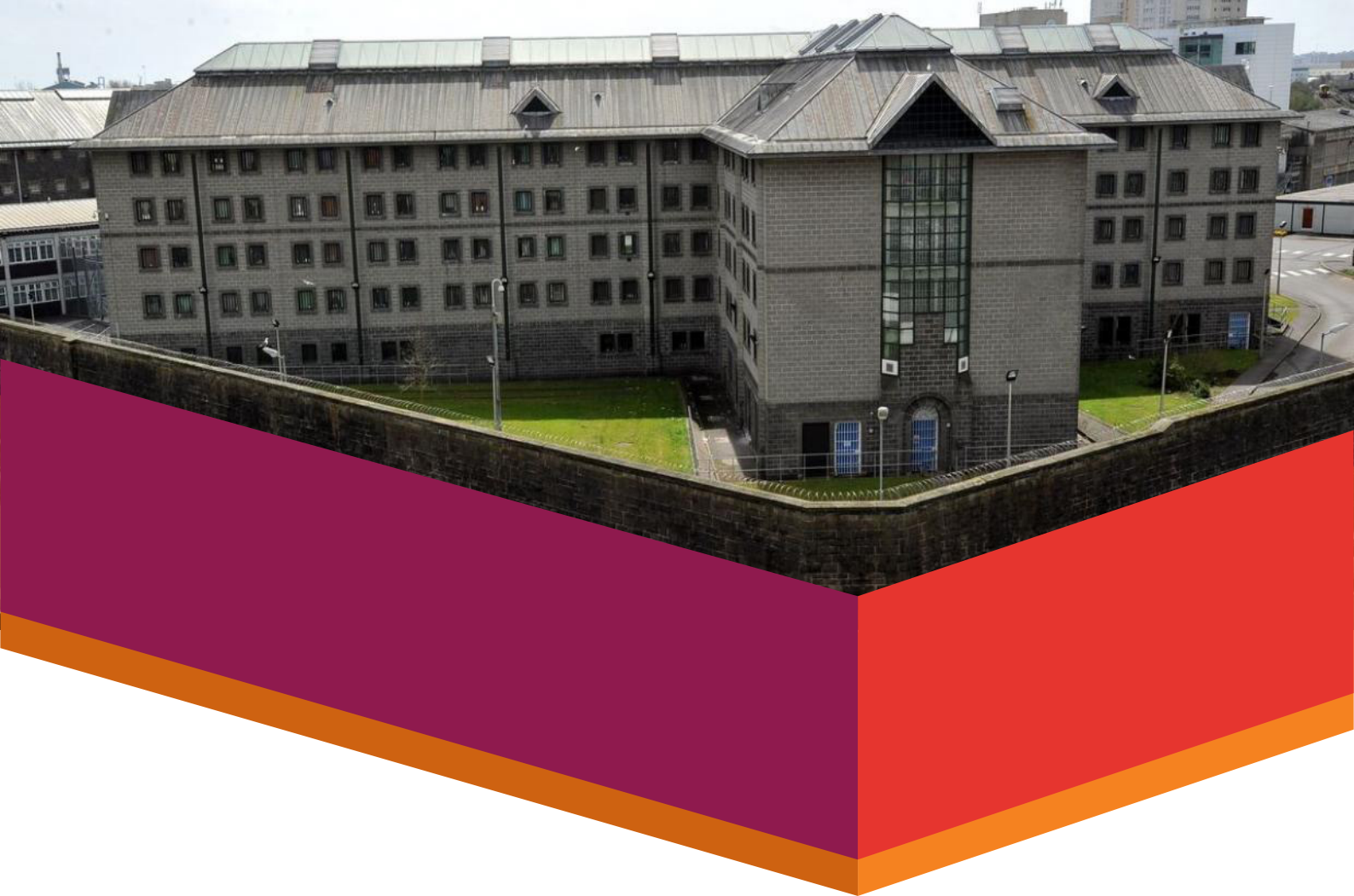


Healthy lifestyles are encouraged to all throughout the company.

All staff having access to private medical insurance, pension scheme and life insurance.

Random alcohol and drug testing sessions to promote and maintain healthy working practices. In the event of any positive results, professional support will be pursued.





We have worked with Prescoed Prison recruiting ex offenders on a rehabilitation/ back to work scheme to assist with getting them back into employment.

Korbuild have also worked closely with HMP Cardiff, launching a drylining academy. This gives individuals a chance to train and gain qualifications within, providing them with all the skills and knowledge, increasing their chances to find employment when released.



'Its amazing to have Korbuild in partnership with us at HMP Cardiff. You can see the confidence in the room lift when Dean explains how the core skills being delivered in the drylining industry are transferable to other trades. It gives the boys even more drive to achieve their NVQ Level 2 and fills them with trust and a feeling of encouragement from the outside as they serve their time. I can't thank Dean enough for the support Korbuild have shown us.'

David Standing - HMPS Cardiff course tutor.

25% of the Korbuild workforce are women in construction

We work closely with the community supporting any local projects. Our director and apprentices attended a local school to help renovate the gardens and sensory areas, donating materials, building planting areas and painting.

We support local teams Ponty Schools, Neath Athletic, Rhondda Schools Rugby, Caerphilly Girls FC.

We continuously measure, manage and maximise the social value created for our community and society via the Social Value Portal.



Korbuild are proud to have registered STEM ambassadors on board, volunteering their time, enthusiasm and experience to work with young people in the community. Having industry experience helps influence young individuals into the next chapter of their lives.

We are proud to have achieved 'excellent' rating for considerate constructors scheme for 4 consecutive years. Supporting positive change in construction for both the communities affected by the work and the workforce delivering them, as well as lessening the impact of construction activities on the environment





Korbuild contributed to 2 benches and regenerated an abandoned area outside the office to help set up a local community circular walk. Over 3000 people have visited since set up in 2021. Since the area has benefited from the WI planting a memorial tree and an ex-service officer gifting a fallen soldier statue



30% of Korbuild workforce are Welsh speakers.



With the next Eisteddfod coming to our local town, Korbuild will be offering support, volunteering and assisting with this fantastic event, promoting our local heritage.



To date we have contributed to

- 1,500 days of access to a classroom for students,
- 700 days of community support for the elderly,
- 70 nutritious meals to people in need,
- 100 children receiving malaria treatment and
- 1,200 days of access to life-saving clean water.

100% of timber used on sites is FSC certified. FSC timber is harvested from responsibly managed forests, socially beneficial, environmentally conscious and economically viable.

Korbuild procure local supply chain whilst ensuring materials are sourced from certified manufacturers and that materials are reasonably sourced. We are ISO 14001 approved, demonstrating that environmental impact is being measured and improved, complying with stringent environmental laws and regulations.





A SUCCESS STORY

“When I left school in 2003 the path, I was taking was troublesome. At 17 Korbuilt gave me an opportunity which changed my life for the better.

Since joining as a labourer, I have been given the training and support to grow as a trade's person then on to management which I have to say, initially I was apprehensive about. It was the senior Korbuilt management who showed unbelievable confidence and belief in me to be able to pursue the next chapter in my career. The ongoing training and support I've received has allowed me to grow and develop where I have recently completed my level 5 NVQ in Construction Management and been promoted to Construction Manager, something me and my family are very proud of. I am now enjoying supporting future generations whilst being able to pass on the invaluable experience and knowledge I've gained with the same care and patience shown to me throughout the years by the Korbuilt family.”

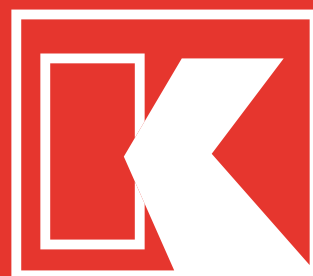
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