

CLIVEDEN

CONSERVATION

Sustainability Policy

Cliveden Conservation exists to conserve our heritage by fostering sustainable relationships that value buildings, objects and the people who use them. We provide expert advice and practical conservation treatment of stone and brickwork, plasterwork and the decorative arts including statues, mosaics and wall paintings.

We consider an integrated approach to Environmental, Social and Economic impact issues (both internal and external) leading to long term, sustainable and successful delivery for our business, our people and our activities.

As a specialist small business we adopt an integrated approach to identify the best possible combined outcomes, while recognising it is always going to be a balance between what is achievable, what is acceptable, and what is affordable. This policy sets out the guiding principles for practical implementation and seeks to exceed our statutory responsibilities.

Environmental

Carbon emissions

We often secure work away from our premises and provide near-site accommodation for our workers to minimise daily commuting. We encourage travel by public transport or self-powered where possible: we have workers who do not or choose not to drive and rely on public transport or lift-sharing; employees also walk or cycle to work. We lease a cottage at our Taplow workshop for remote workers attending meetings or working close by.

Our company vans are reviewed and upgraded in line with business need and budget availability, always aiming to strike an appropriate balance with environmental considerations, for example 50% of our Taplow fleet is ULEZ compliant and we will increase this figure as vans come to the end of their Cliveden Conservation life. We sell our used vans rather than scrapping them where they can provide a useful resource to another user.

Waste management

We have specific processes arranged for our waste disposal. Waste is collected direct from site for disposal by our licensed waste partner Grundon (whose Integrated Management System is accredited to the international standards of BS ISO 14001:2015 (Environmental Management) and BS ISO 50001:2011 (Energy Management), under the framework guidance of PAS99:2012), or is collected by us and returned to our workshops under our own waste transfer licence as an upper tier waste carrier (Environment Agency registration CBDU250065) where it can be sorted into our usual waste streams for onward collection.

We typically have 5 streams of waste from our workshops and/or sites:

1. Surplus materials which can be reused elsewhere or repurposed.
2. Recyclable waste which is separated out for a dedicated collection by our licensed waste partner, including metals, paper and plastics.
3. General waste which cannot be reused or recycled;
4. Hazardous waste which is stored in a segregated area in conditions appropriate to the material and collected by our licensed waste partner.
5. Plant/vegetable material which is composted before being returned to the environment.

We already reuse materials where possible, such as tarpaulins, hessian, work gloves. We recycle non-hazardous waste through our weekly recycling collection for plastic, paper, cardboard, glass, metals. We recycle non-hazardous waste via our skip collection contract. We dispose of hazardous waste via our hazardous waste collection contract. We aim to source recyclable alternatives where possible, such as nitrile gloves. We have 'spill kits' for any minor spillages of substances such as diesel when filling generators.

Where non-consumable reusable materials are returned from site, we store them until such time as a suitable reuse opportunity arises. The nature of our business means that some items may be stored for years before we find an appropriate use for them, for example offcuts of stone of various types which can be re-sized for an alternative project. Where consumables have a defined shelf life, as with some lime products, we take care not to over-order so we minimise wastage.

Energy consumption

Our office and workshop spaces are typically self-contained individual rooms, meaning heating and lighting can be restricted to those areas actually in use rather than across the whole premises. We switch off lights and heaters and powered equipment when not required, and at the end of each working day the sites are checked to make sure no appliances are left running.

We restrict use of water, and are conscious to avoid contaminating supplies on sites by implementing RAMS prepared for the specific task such as cleaning of buildings and objects.

We store our data electronically wherever possible to minimise print and paper. Where printing is needed, our printers default to double-sided.

Our suppliers

We take care with our own suppliers to ensure we procure ethical products with environmental credentials appropriate to their usage. We demonstrate such credentials to Main Contractors through reporting on our larger jobs where we provide subcontract specialist conservation services. We require proof of sustainability for products via manufacturers data sheets and compliance with industry best practice for example FSC certified sustainable timber.

Our staff

We prepare risk assessments and method statements (RAMS) for our works which identify types of chemicals and materials used and how to correctly dispose of waste. We provide training for on-site conservators to understand their CDM responsibilities when it comes to

providing information for preparation of RAMS and compliance with COSHH and environmental issues. Toolbox talks for specific situations are delivered by the site supervisor to ensure workers are aware of their responsibilities.

We are members of the CITB (no. 5008925) and the Natural Stone Industry Training Group (NSITG), and utilise those memberships to deliver structured training from recognised training providers across our workforce such as asbestos awareness, manual handling, LOLER and PASMA.

Every employee receives an annual training allowance to further their skills and knowledge with guidance from their line manager either through formal training courses or Continued Professional Development accreditations.

All of our works are overseen by qualified, experienced and time-served conservators, often with industry-specific achievements such as SPAB Fellow, Accredited Conservator, etc. Less experienced conservators and operatives receive oversight, guidance and mentorship on a practical day-to-day level together with formal training such as NVQs and courses such as Chemistry for Conservators.

Social

Sustainability is one of our four core values. Not just recycling, and not just the environment; we look to build a sustainable organisation with succession and our legacy in mind, where all staff will have a say in the future of the organisation.

Our workers

We invite feedback from our employees through annual reviews, online surveys, and ongoing informal dialogue with line managers which can be escalated through the organisation structure. We have an internal newsletter highlighting our activities, and sharing information across the organisation. Our qualified mental health first aiders provide ongoing support both as a sounding board and for any specific issues which may need signposting to an appropriate third party.

We pay at least the National Living Wage to all workers. Where we have an opportunity to provide work experience to students or interns, they are paid.

We assist where appropriate and possible with employees' financial pressures, for example through our company endorsement of Plane Saver (one of the largest credit unions in the United Kingdom). In 2022/23 the Board enhanced employee salaries with additional cost of living payments. We have annual salary reviews for all employees.

Our neighbours

We give consideration to our neighbours and passers-by in workshops and on sites, minimising noise, fumes and disturbance. No loud shouting or music is tolerated, and no noisy works out of hours.

Our suppliers

We treat our suppliers with the respect we would ourselves expect, by adhering to contracted terms, providing appropriate information for delivery, and ensuring timely

payment. We recognise a job well done and name-check those who have assisted in our success.

Our future

We recognise the sustainability of our own organisation is dependent on the success of the wider conservation industry. We seek to change the terms of engagement for the sector, making sustainable conservation the norm rather than an afterthought. We do this by choosing long-lasting methodologies appropriate to the problem rather than quick fixes, and by training new people and thinking long term.

We raise awareness of the heritage sector and conservation practices through our own publicity and by volunteering for industry bodies such as SPAB, contributing to the latest thinking and sharing best practice through conferences and papers, and by engaging with the public through interpretation boards and group discussions at our sites. We provide training to third parties as CPD talks or formal training days.

Economic

Our business must be economically sustainable in order to continue to provide our best work for our clients while delivering best practice in conservation and supporting those individuals and suppliers who rely on us for their own income. To achieve this our overarching mantra is to price the work appropriately and deliver it to the best of our ability, within budget and on time, while always adhering to the best practices of conservation.

Our Board tracks performance, compliance, opportunities and risks to the business and plans accordingly. Information from our Senior Leadership Team together with external consultants and industry peers results in a holistic view of the business performance and defines the 5-year strategy which is regularly reviewed.

Policy review

Our sustainability policy and procedures are constantly evolving as new conservation challenges demand fresh approaches to delivering best practice for the buildings and objects under consideration. As members of our industry bodies such as ICON and the Stone Federation we have access to industry-leading thinking and new techniques which may reduce the impact of works, such as laser cleaning of stone rather than chemical poultices. We formally review our policies annually when they are signed off by our Managing Director.



Lewis Proudfoot

Managing Director

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