

Collaborative working

Tarmac is the UK's leading sustainable building materials and construction solutions business. Our innovative products and solutions not only deliver the infrastructure needed to grow the UK economy today but also help to create a more sustainable built environment for the country's long term future.

This policy is communicated to all Tarmac contracting employees and those working on our behalf. It is also available for other interested parties on our website. Every contracting employee is expected to work in accordance with the commitments set out in this policy. This policy will be reviewed as a minimum annually.

Our vision

Our goal is to operate our business within a structured framework that enables us to identify, develop and maximise potential collaborative working opportunities that will add value to our clients and stakeholders. Collaboration will assist us in the achievement of our overall company vision - "To be our customers preferred choice for sustainable construction solutions". We will actively seek partners with whom we can work with to realise joint objectives and real benefits including enhanced efficiency, service and competitiveness.

In support of our vision the following must be applied:

- The Senior Executive Responsible (SER) remains committed to implementation of the Corporate Relationship Management Plan and the full support of individual collaborative working relationships.
- We continue to understand the capabilities of our workforce and develop collaborative competence and skills through a programme of training, review and assessment.
- We continue to develop our understanding of how we best work in collaboration and we actively seek partners who can complement and enhance our way of working.
- Best practice and knowledge is shared at all levels and between all parties.
- We take a joint approach to opportunity, risk management and innovation with our partners.
- We develop and fully support effective Joint Management Teams within each relationship focused on maintaining trust and developing the right behaviours within each collaborative partnership to sustain the life cycle of the relationship.

Our Commitment

We are committed to continually improving our performance through collaborative working. We will work with chosen clients, JV partners, internal divisions and supply chain partners with the respect, openness and transparency to facilitate new ways of working that will deliver best value and innovation.

The overriding principle is that accountability for collaborative working starts at the top, with the Board. In fully supporting and endorsing this approach we will not only be visible in its delivery, but also set the culture, influence behaviours and ensure the necessary resources are available to implement it. Specific responsibility for implementing the standard will be delegated to appropriate line managers and staff who will be named in individual project Relationship Management Plans.

The Tarmac Contracting Executive Management Team will review this policy at least annually.



Paul Fleetham
Managing Director,
Contracting Tarmac

