

FITZGERALD CONTRACTORS LIMITED

Supply Chain Policy

Fitzgerald's Procurement Manager will ensure adherence to the principles and procedures set within this document.

The Procurement Manager will manage any issues arise that have not been resolved at Operational Level. This policy details our strategic business objectives, which will provide confidence in respect of ethical practices and auditable measures for all Stakeholder groups (Clients, Supply Chain and Community Groups) alike.

Fitzgerald has an established, vetted Supply Chain that has demonstrated consistent delivery and a collaborative ethos within Competitive and Best Value projects with ethical and auditable frameworks.

Fitzgerald will endeavour to achieve:

- Working in an ethical and trusting manner;
- Providing a safe, healthy workplace;
- Delivering a "right first time" customer solution through better planning, performance measurement and risk management;
- Focus on cost certainty;
- Dispute resolution with a fair, non-adversarial approach within a structured mechanism;
- Constantly monitor performances with feedback at both ends of the spectrum to assist with continuous improvement, culminating in reward through repeat business;
- Manage issues arising in the live project cycle rather than upon completion of the works;
- To maintain payments in line with agreed terms;
- Encourage creative and innovative solutions;
- Be open to feedback from Clients and our Supply Chain alike in respect of our performance and possible future improvements;
- Level of Supply Chain tender support to be acknowledged and reflected in volume of work secured.
- To develop a small number of preferred Sub-contractors within the supply chain covering the top 10% spend categories by values and complexity
- Share market intelligence

Our Supply Chain will endeavour to:

- Working in an ethical and trusting manner;
- Submit completed competitive tenders on agreed dates;
- Provide a Competent, Environmentally aware and Health and Safety conscious workforce;
- Ensure all works carried out in compliance with agreed specification;
- Deliver to agreed programme, quality and cost;
- Give honest feedback in respect of our performance with any constructive improvement suggestions
- Share market intelligence

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Together we will endeavour to:

- Reduce cost and eliminate waste through Continuous Improvement;
- Jointly develop Innovative Delivery and Process Solutions;
- Protect the environment;
- Reduce waste and inefficiencies;
- Promote employment opportunities to support the local economy;
- To work in accordance and compliance with all Fitzgerald company policies as appropriate to each sub-contract which will include but not be limited to: Ethics and Fraud Policy, CSCS Policy, Corporate Responsibility Policy, Biodiversity Policy, Carbon Policy, Sustainability and Environmental Policies.

Expectation of Preferred status Sub Contractors:

- Maintain Historically 'Good' performance;
- Minimum KPI score on Fitzgerald Supply Chain regular scoring of 7 > 10;
- Supply 100% compliant CSCS workforce;
- Early notification of acceptance or declining tender opportunities
- Tender Support essential quoting 100% of suitable enquiries;
- Maintaining Competitive quotes;
- Commitment to Joint Training Initiatives and Structured Training;
- Commitment to Open Book Procedures where required;
- Commitment to a 12 monthly joint review;
- Commitment to Local Employment and Training;
- Commitment to Continuous Improvement Processes;
- Commitment to Collaborative Working;
- Good Health and Safety Performance with target zero accidents.

Benefits to Preferred status Sub Contractors:

- Closer relationship with a hand in glove approach;
- Improved level of communication;
- To afford every opportunity for preferred Sub Contractors to secure work packages;
- Regular review of works complete or ongoing with review of possible future works;
- Sharing of regular KPI scores with opportunity to review;
- Sustained workload, continuous wherever possible;
- Early engagement from tender through to live project and order placement;
- To openly discuss cost implications of any unsolicited bids received;
- 12 monthly two way review process to include as a minimum review of Competitiveness, Workload, Performance & Payments;
- Opportunity to feedback suggestions for improvements in Fitzgerald's processes and procedures;
- Closer relationship to benefit early resolution of issues with a non-adversarial approach;
- Maintain fair and prompt payments in line with agreed terms.
- Sharing of wider market intelligence