

Code of Conduct for Build UK Contractor Members

Introduction

Build UK is the leading representative organisation for the UK construction industry. By bringing together Clients, Main Contractors, Trade Associations representing over 11,500 Specialist Contractors and other organisations committed to industry collaboration, Build UK represents in excess of 40% of UK construction.

This Code of Business Ethics and Conduct ("the Code") sets out the overarching general principles of ethical standards and business behaviour in the UK construction industry to which all Build UK Contractor members commit.

Each Build UK Contractor member shall endeavour to promote an understanding of and compliance with this Code's general principles of ethical standards and business behaviour throughout their supply chains, including with their sub-Contractors.

The Code of Ethical Standards and Business Conduct

Build UK Contractor members will conduct their businesses honestly and fairly at all times, complying with all applicable laws and Build UK standards.

Bribery and Corruption

Build UK Contractor members are committed to ensuring that their businesses operate with the utmost integrity and that they and their employees will not offer, promise or pay bribes to anyone, or request, agree to accept or receive bribes or otherwise breach applicable laws on bribery and corruption.

Competition

Build UK Contractor members are committed to ensuring the highest standards of competition law compliance within the industry by adhering in all of their business practices to the principle of fair competition and to ensure that they do not engage in conduct which is anti-competitive.

Health, Safety and Welfare

Build UK Contractor members are committed to work collectively, with clients and the supply chain, to improve the standard of health, safety and welfare throughout its activities. All Build UK Contractor members are fully committed to the prevention of accidents, injuries and ill health to employees and others who may be affected by their work.

Environment

Build UK Contractor members are committed to the protection of the environment in which they operate and to continual improvement in the environmental performance of the construction sector in relation to the key issues facing Contractors: energy, waste, water, low carbon construction, biodiversity, community engagement, and materials.

Employment Practices

Build UK Contractor members support the Construction Industry Joint Council (CIJC) in relation to all matters associated with the CIJC Working Rule Agreement for the Construction Industry as regards an employer's responsibilities to its employees for whom the CIJC Working Rule Agreement is recognised, including terms and conditions, and pay rates and allowances.

Diversity of the workforce is a cornerstone of good business. Everyone, regardless of their colour, race, pregnancy and maternity, religion and belief, gender, gender reassignment marital and civil partnership status, sexual orientation, disability or age should and will be treated equally, with fairness, honesty, respect and dignity. All Build UK Contractor members will respect the human rights of everyone working on their behalf.

Build UK Contractor members will not tolerate or condone any form of discrimination whether based on so called 'blacklisting' or otherwise.

Pre-employment checks

Build UK Contractor members support the core principles and good practice action points outlined in the Chartered Institute of Personnel and Development's guide for employers on pre-employment checks, to ensure that pre-employment checks on job applicants are conducted in a legal and ethical way and the laws on discrimination and data protection are respected.

Supporting our Supply chain and fair payment

Build UK Contractor members are committed to working collaboratively with their supply chain to improve performance and productivity by reducing waste and cost, whilst ensuring certainty of payment and prompt payment to sub-Contractors.