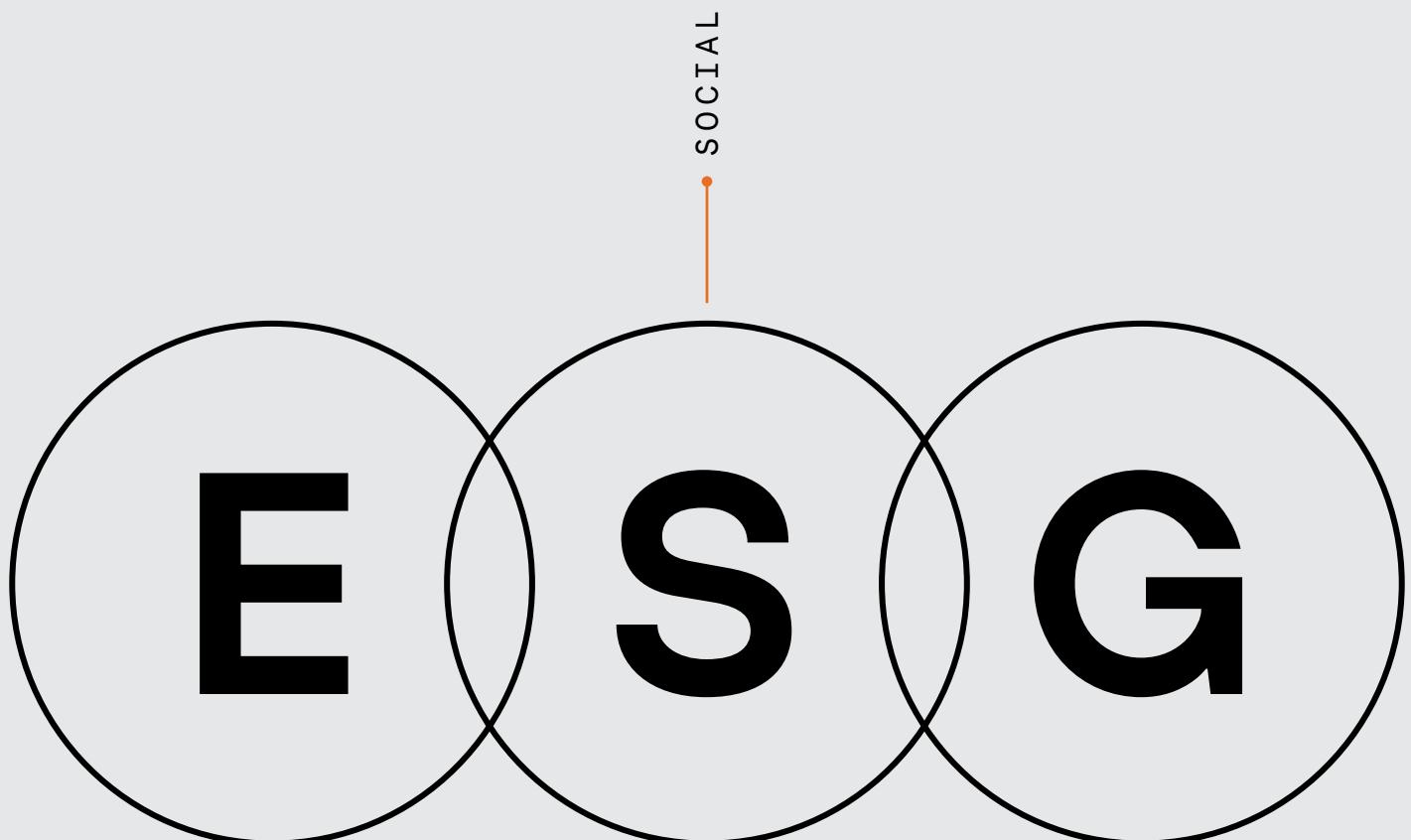


COMPREHENSIVE



ENVIRONMENTAL

SOCIAL

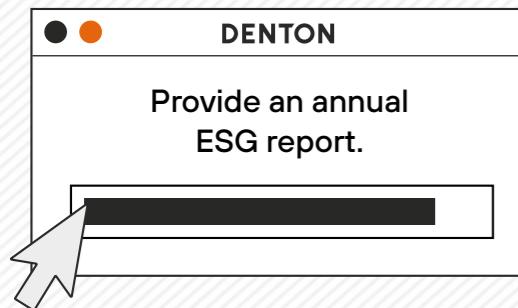
GOVERNANCE

DENTON

# DENTON ESG Targets

Our ESG targets and compliance measures.

## 01 ESG REPORTING



DENTON

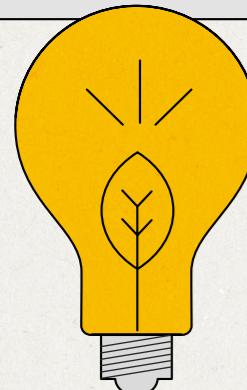
Provide an annual  
ESG report.

## 02 ISO 14001

Monitor  
our revised  
**ISO 14001**  
standards  
quarterly.



## 03 BEST PRACTICE



Monitor our  
detailed  
**DENTON**  
'Best Practice'  
policy annually.

## 04 WASTE

**ACHIEVE  
0.5% Waste  
to Landfill  
BY  
2024**

Work closely with our waste management  
providers and record detailed project  
waste reports.

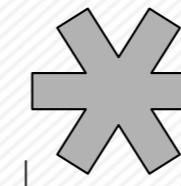
## 05 SKA

**25%  
25%  
25%  
25%  
25%**

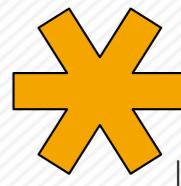
Twenty five  
percent  
of CAT B  
projects  
are to be  
SKA  
accredited  
by 2025.

We will record client  
uptake of RICS SKA  
schemes.

## 06 EMPLOYMENT



Maintain our 50%  
employment gender parity.  
HR will record and provide a report every six months.



## 07 MINORITY REPRESENTATION



Maintain  
our ongoing  
commitment to  
high levels of  
minority  
representation.

HR will record and  
provide an  
annual report.

## 08 GREENHOUSE GAS EMISSION

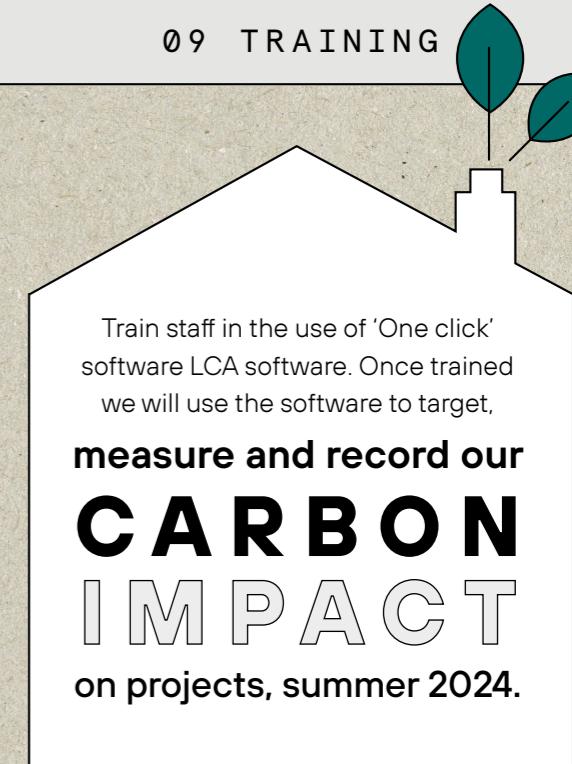


**GHG**

**Reduce scope 1, 2 & 3  
Greenhouse Gas (GHG)  
Emissions**

across our corporate  
offices and operations  
by 5% by August  
2024 from a 2022  
base year.

## 09 TRAINING



Train staff in the use of 'One click'  
software LCA software. Once trained  
we will use the software to target,

**measure and record our  
CARBON  
IMPACT**  
on projects, summer 2024.

## 10 SASB REPORTING

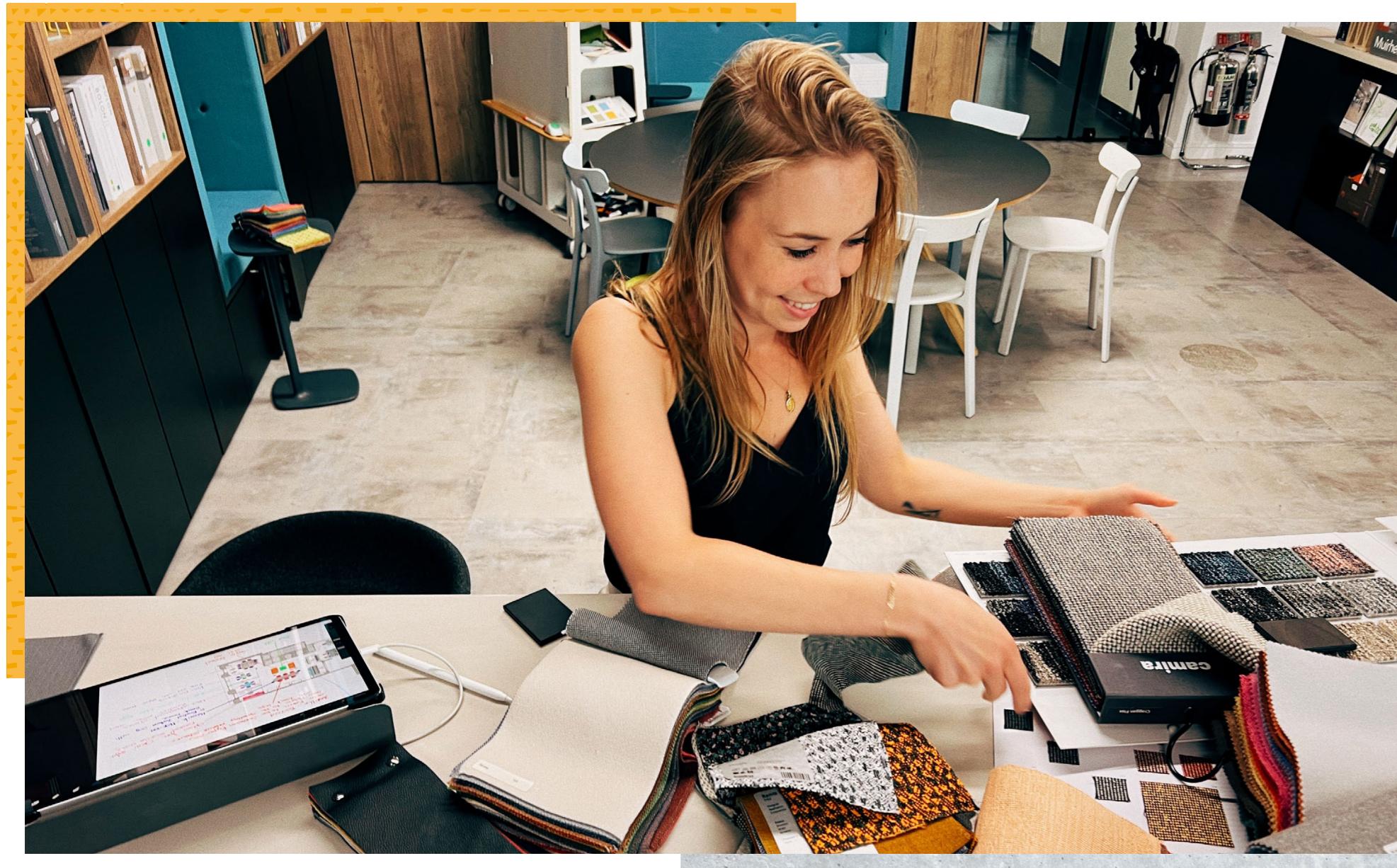


DENTON's future ESG reports will  
reference SASB's reporting  
framework for the 'Engineering  
& Construction Services industries.  
This will be implemented in Spring 2023.

# 1.0

# Introduction

WHAT IS DENTON'S ESG APPROACH?



## SECTION OVERVIEW

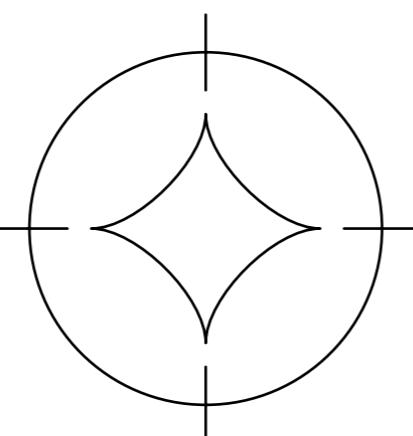
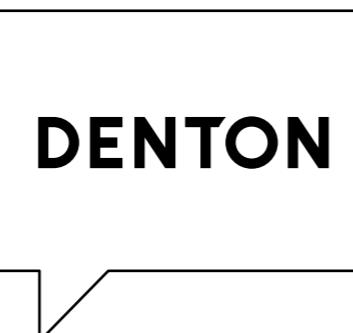
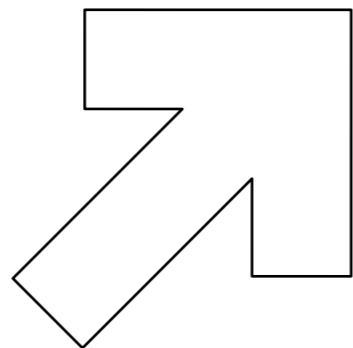
- 1.1. Our ESG Strategy
- 1.2. Defining the Business Case
- 1.3. Investor Potential
- 1.4. Recruitment
- 1.5. Team Working
- 1.6. Reduce Risk
- 1.7. Cost Savings
- 1.8. Brand Enhancement

## — 1.1 Our ESG Strategy

In August 2022, the DENTON board invested in and implemented an embedded ESG Strategy. The board wishes to continue to invest and nurture an innovative approach to business and create real value for Stakeholders.



DENTON's ESG policy centres around three criteria, which are apparent within our policy:



# 01

## Taking Responsibility

We have approached the policy based on fully disclosing how we do business and understanding our part in creating a better future for our people and projects.

# 02

## Transparent Governance

We have implemented a structured approach to governance. The DENTON board attended an IOD training course on corporate governance, and we have adopted some of the course recommendations.

# 03

## Simple Targets

Developing meaningful and attainable targets as we learn more about how to make a difference.

**Since we started trading 27 years ago, honesty, transparency and integrity have been core values.**

EST  
96

## — 1.2 Defining the Business Case

Consideration of the impact of incorporating this policy is reviewed from a diverse perspective below.

## — 1.3 Investor Potential

Adopting a responsible approach to business is familiar to DENTON; since we started trading 27 years ago, honesty, transparency and integrity have been core values. This approach has served us well; it has not made us the largest trader, but it has helped to create a well-respected business with genuine trading integrity.

DENTON is keen to attract like-minded clients, investors, and suppliers to help us develop our ESG values. DENTON can demonstrate a clear commitment to environmental values, sustainability, a considered understanding of our social impact, and a dependable Governance system. Potential investors can invest with confidence that DENTON has adopted a responsible approach to business.

DENTON intends to continue its planned growth within the design and build market. While DENTON wishes to attain growth and competitive advantage through adopting ESG business practises, there are other drivers behind our proposed expansion. We believe that our responsible, considered, and ESG-orientated business model is a force for good for our clients, employees, and stakeholders. We are keen to attract and work with investors and clients who share our values.

## — 1.4 Recruitment

DENTON wishes to attract and retain high-quality employees who believe in an ESG-orientated approach. Our employees are aware of DENTON's values and what the business stands for. This engenders a collective pride. We want our ESG message disseminated within the market, so we can attract and retain employees who share our values.

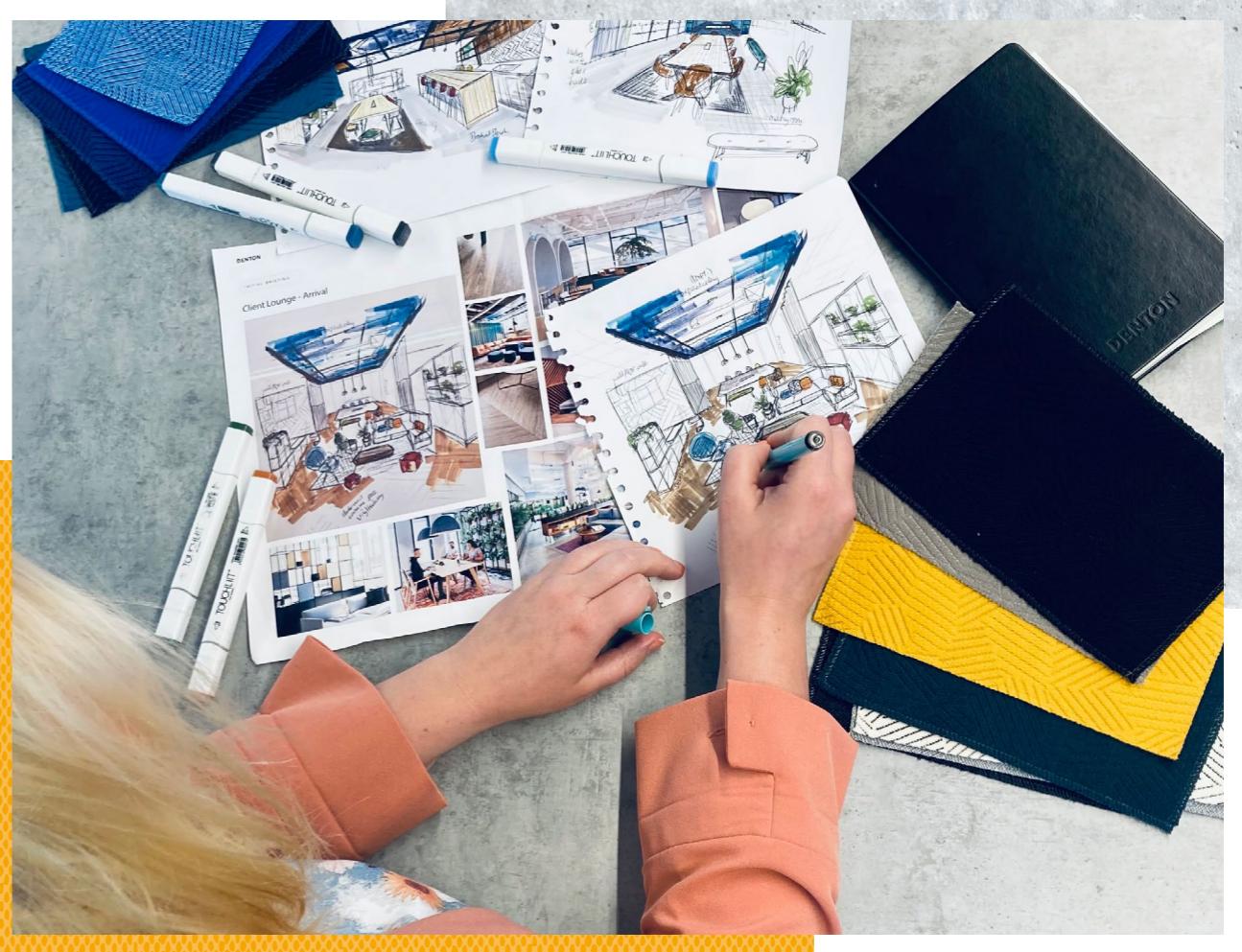
## — 1.5 Team Working

Our ESG policy aligns DENTON values with employee values which, in turn, helps define our company purpose. DENTON's innovative, creative, and responsible approach to business has enabled us to achieve long-term respect and viability.

## — 1.6 Reduce Risk

Reducing the risk to DENTON by minimising interruption from climate change. Obviously, we all share wider societal responsibilities regarding global warming, but our policies go the extra mile to reduce our impact.

Reduce risk by demonstrating a clear commitment to Regulation compliance. We have comprehensive operational ISO procedures in place for Sustainability, Environment and Health and Safety procedures. Our procedures are bespoke, appropriate, and effective.



## — 1.7 Cost Savings

- Use energy more efficiently through energy monitoring and setting energy targets.
- Reduce travel costs by adopting a sensible approach to hybrid working and encouraging greater use of conference technology.
- Reduce staff turnover, sick days, and recruitment costs through our commitment to office wellbeing and employee engagement.
- Reduce supply chain costs through the development of local supply chains.

## — 1.8 Brand Enhancement

Improve customer perception of the DENTON brand identity. Our current marketing campaigns centre around promoting our ESG values and our ongoing sensible approach to business. This should attract potential clients, investors, suppliers, and the best staff.

**We believe that our responsible and ESG-orientated business model is a force for good for our clients, employees, and stakeholders.**

# 2.0

# Environmental

THE "E" IN ESG IS HOW WE MEASURE OUR ENVIRONMENTAL IMPACT & PLAN OUR SUSTAINABILITY STRATEGY



## SECTION OVERVIEW

- 2.1. Introduction
- 2.2. An Overview of DENTON 'Good' Practice
- 2.3 DENTON's Good Practice Standards, in Detail
  - 2.3.1 Building Regulations Compliance
  - 2.3.2 ISO 14001 Environmental Standards
  - 2.3.3 Waste Management
  - 2.3.4 Monitor Energy Use
  - 2.3.5 Supply Chain Management
  - 2.3.6 Commitment to Training
  - 2.3.7 Specify Materials with 'Environmental Product Declaration' (EPD)
  - 2.3.8 FSC Timber
  - 2.3.9 Specify & Work with Local Manufacturers & Installers
  - 2.3.10 Independently Certified SKA Environmental Standards.
  - 2.3.11 GHG Measurement in Scope 1, 2 & 3
  - 2.3.12 Wellbeing
  - 2.3.13 Pre Refurbishment Surveys
  - 2.3.14 OneClick LCA Software.

## — 2.1 Introduction

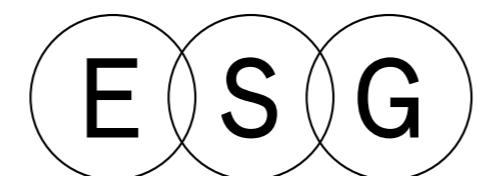
DENTON has adopted and implemented a 'good practice' policy for environmental standards. Our environmental standards are measurable, monitored and recorded. The good practise procedures we have implemented result from significant investment and training in ISO 14001, RICS SKA, Net Zero, and postgraduate ESG training courses.

We have been ISO 14001 accredited for over 10 years, and we have recently reviewed and updated our policy to align it with our practice.

We decided to take our environmental practice to a higher level in 2022. Our good practice measures have been selected from...



**SKArating®**



**01 ISO 14001**

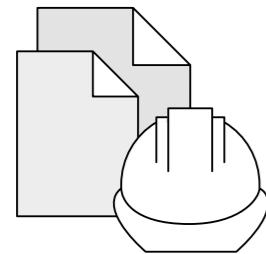
**02 RICS SKA  
Procedures**

**03 Net Zero  
Procedures**

**04 ESG Training**

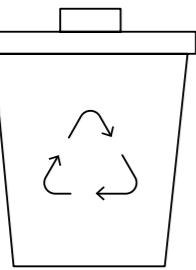
## — 2.2 An Overview of DENTON 'Good' Practice

DENTON's 'good practice' environmental standards are a set of internal standards and procedures that we apply to our projects to benefit our clients.



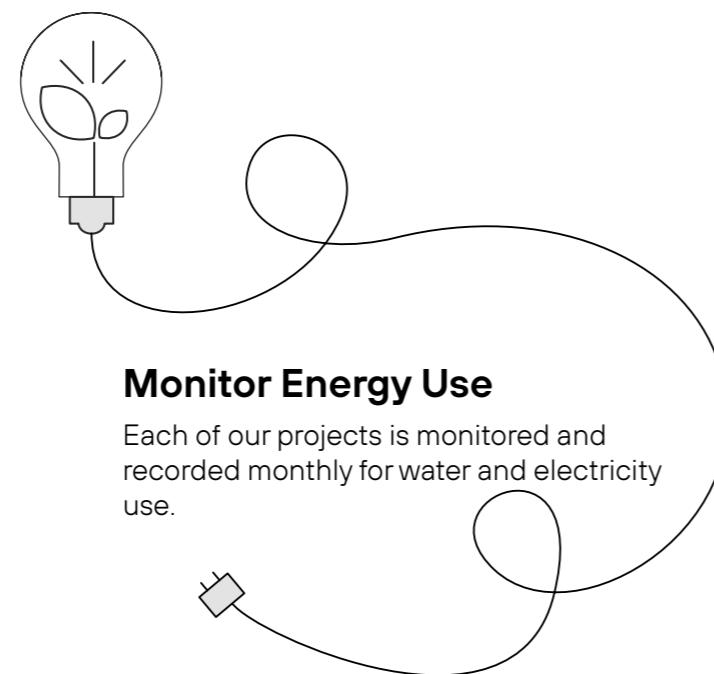
### Building Regulation Compliance

These standards apply to all projects, as a minimum. We work closely with our Approved Building Inspectors to ensure we comply with statutory criteria.



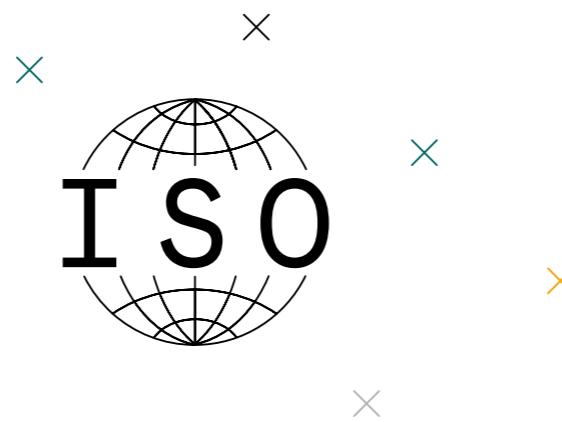
### Waste Management

Our commitment to waste handling is to a high standard. We only work with waste handlers who have adopted PAS 402 standards.



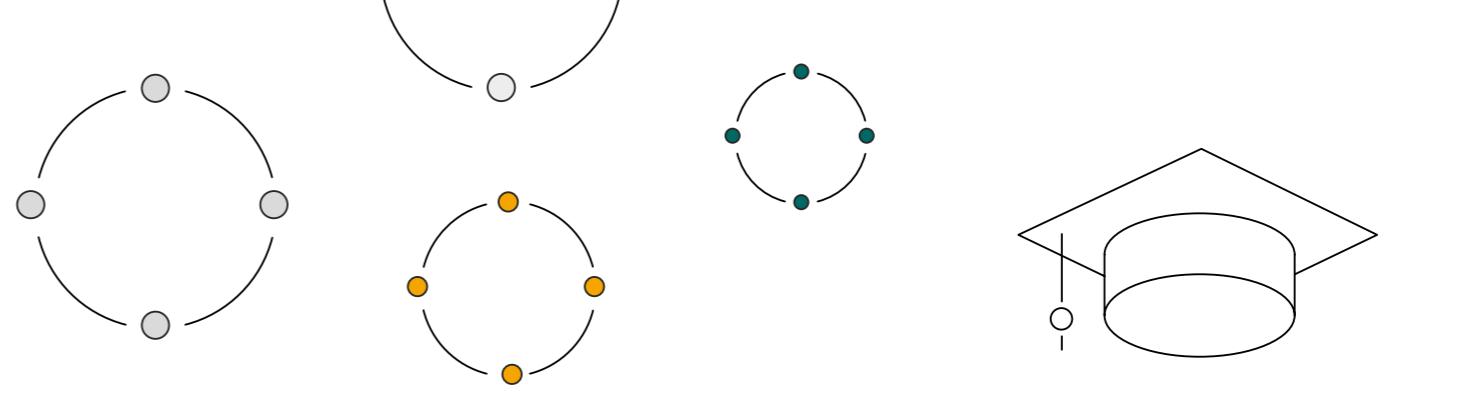
### Monitor Energy Use

Each of our projects is monitored and recorded monthly for water and electricity use.



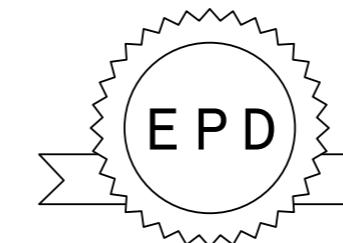
### ISO 14001 Environmental Standards

This policy is the cornerstone of our environmental policy. We have been ISO accredited for 10 years. Our policy is carefully aligned and regularly monitored for compliance.



### Supply Chain Management

We work closely with our largest contractors to adopt and implement our good practise standards.



### Environmental Product Declaration

Encourage clients to adopt and implement materials with 'Environmental Product Declaration' (EPD).

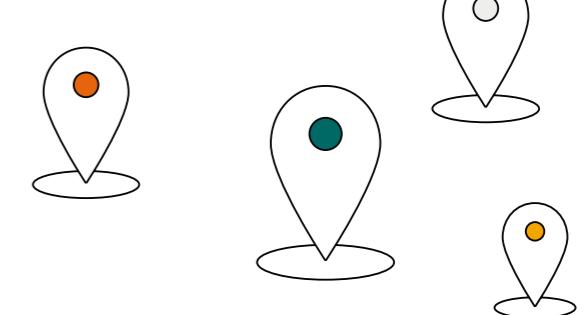


### Net Zero

Adopt and implement Green House Gases GHG scope 1, 2 and 3 standards to achieve Net Zero targets. We started collecting and recording data on our sites in September 2022. Data will be made available in our tenders, and for interested clients.

### Commitment to Training

DENTON has implemented a comprehensive ongoing training programme in ESG-related topics.



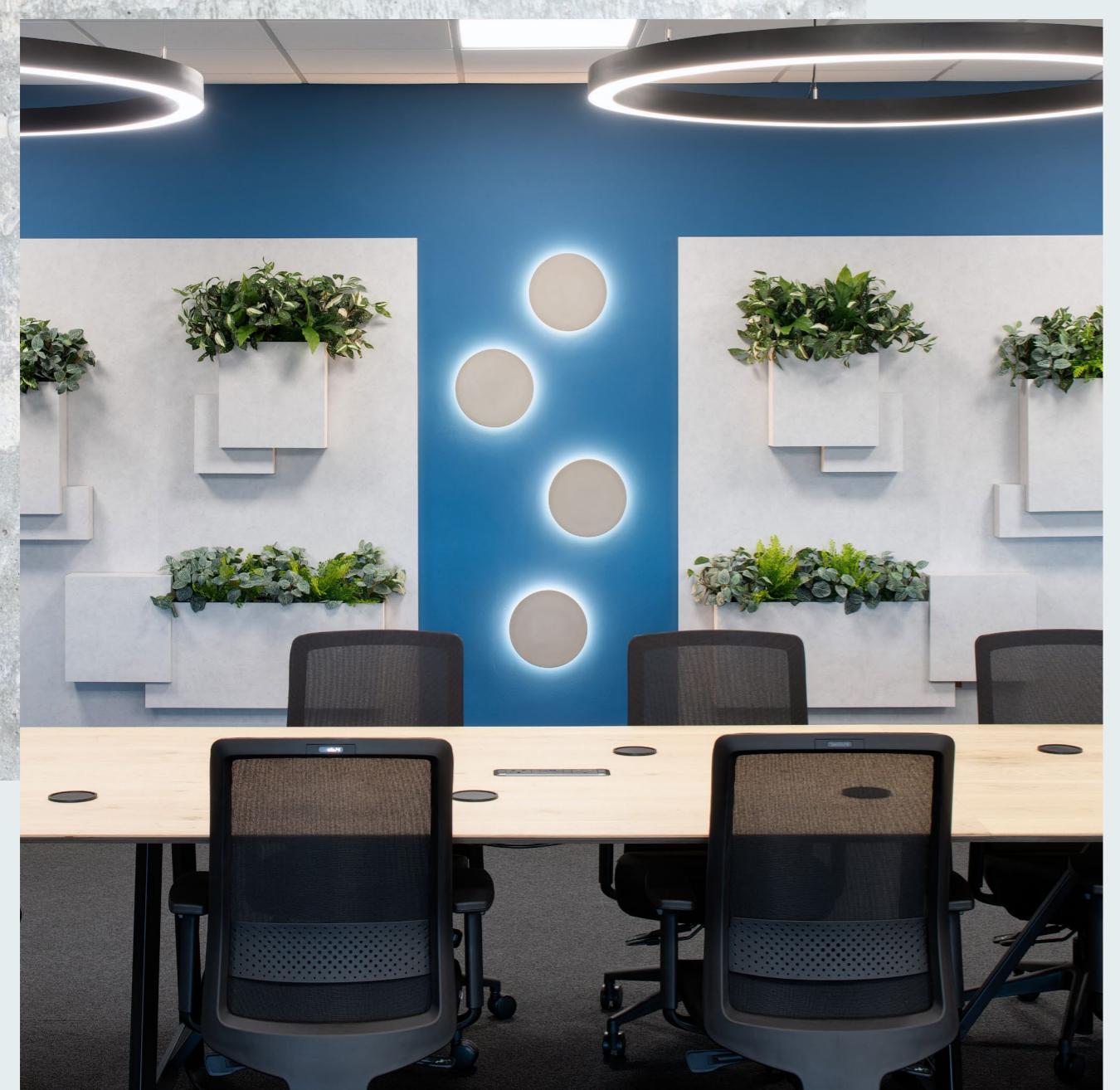
### Local Manufacturers

Encourage clients to work with local manufacturers and installers.

## SKA rating®

### Environmental Standards

Encourage clients to adopt and implement RICS SKA-certified Environmental standards.



**DENTON is committed to reducing our carbon footprint in a planned and considered way.**

## — 2.3 DENTON's Good Practice Standards, in Detail:

These standards apply to projects we design and build in the UK.

### — 2.3.1 Building Regulations Compliance

Part L2 of the Building Regulations lay down statutory standards for minimising energy waste for non-residential projects. There is a general movement towards net zero. We work closely with our Approved Building Inspectors to ensure compliance in design and construction.

Current Part L requirements for offices.

Part L2A – Conservation of fuel and power in new buildings other than dwellings (2010 Edition)

For a first fit-out, the new services should be installed in accordance with the base build SBEM report. Upon completion, an as-built SBEM should demonstrate that the fit-out aligns with the design SBEM. An Energy Performance Certificate EPC is also required.

L2B – Conservation of fuel and power (2010 Edition)

Newly installed services such as lighting, heating, air-conditioning, and ventilation systems should be designed and installed in accordance with the Non-Domestic Building Services Compliance Guide.

If the building has a useful floor area of more than 1,000m<sup>2</sup> and is to be extended or provided with a fixed building service for the first time or if the installed capacity of a fixed building service is to be increased, then consequential improvements may apply. These are improvement works to the value of 10 percent of the cost of the works but limited to a simple payback period of 15 years – examples of works that contribute as consequential improvements.

1. Upgrading heating systems more than 15 years old by the provision of new plant or improved controls
2. Upgrading cooling systems more than 15 years old by the provision of new plant or improved controls
3. Upgrading air-handling systems more than 15 years old by the provision of new plant or improved controls
4. Upgrading general lighting systems, that have an

average lamp efficacy of less than 40 lamp-lumens per circuit-watt and that serve areas greater than 100 m by the provision of new luminaires or improved controls

5. Installing energy metering following the guidance given in CIBSE TM 39
6. Upgrading thermal elements which have U-values worse than those set out in column (a) of Table 5 following the guidance in paragraphs 5.12 and 5.13
7. Replacing existing windows, roof windows or roof lights (put excluding display windows) or doors (but excluding high-usage entrance doors) which have a U-value worse than 3.3 W/m K following the guidance in paragraphs 4.23 to 4.28
8. Increasing the on-site low and zero carbon (LZC) energy-generating systems if the existing on-site systems provide less than 10% of on-site energy demand, provided the increase would achieve a simple payback of 7 years or less
9. Measures specified in the Recommendations Report produced in parallel with a valid Energy Performance Certificate

New windows, roof windows and doors should achieve a U value of 1.8W/m<sup>2</sup>. K.

If the existing thermal elements (walls, floors and roofs) are to be renovated. For example, provision of a new layer (external cladding/rendering or dry lining the internal surface), replacement of an existing layer by stripping down to expose the basic structural components and re-building or replacing the waterproof membrane on a flat roof. It should be upgraded to achieve the following U values; walls 0.30W/m<sup>2</sup>. K, floors 0.25, and roofs 0.18 if they do not achieve the threshold U values.

### — 2.3.2 ISO 14001 Environmental Standards

DENTON has been an ISO 14001 accredited company since 2009. We have recently updated our ISO 14001 policy and practise manual to align with our latest processes.

We have an in-house team dedicated to environmental and quality standards. The team meets weekly to discuss and update policies.

DENTON applies risk-based thinking to planning, operations, and performance evaluation to address uncertainties that affect environmental performance. DENTON implements initiatives to protect the environment from harm and degradation by examining risks and opportunities.

**Our target is to decrease the amount of waste sent for incineration, and to increase the amount of waste returned to manufacturers for recycling.**

### — 2.3.3 Waste Management

We are selective in the waste management companies we appoint. We ensure the transfer of company-site waste through an approved supply chain of transfer stations and material recovery facilities. Waste management suppliers must conform to PAS 402.

We provide monthly waste management reports. Our waste management companies segregate site waste. Waste is returned to the appropriate manufacturer for recycling, and the remainder to incineration to create energy from waste. One percent of waste becomes landfill. Our target is to decrease the amount of waste sent for incineration, and to increase the amount of waste returned to manufacturers for recycling.

Detailed monthly waste reports are compiled for projects.

### — 2.3.4 Monitor Energy Use

DENTON records the amount of energy used to build a project, including water and electricity usage. This data is recorded on a monthly spreadsheet. Our aim is to record and to set targets aimed at reducing the total amount of energy used.

### — 2.3.5 Supply Chain Management

We record the environmental practises of our top 20 companies on our supply chain. Our aim is two-fold:



This data is captured and recorded on a monthly spreadsheet.

### — 2.3.6 Commitment to Training

All employees complete online training with iHasco, our online training provider. This is a monthly online training programme completed by employees. In May 2022, DENTON trained twelve in-house staff to achieve SKA environmental accreditation. Project directors, designers and our pre-contract team completed the training. Our team will provide clients with this service as part of our in-house services. This is a significant investment by DENTON and demonstrates our commitment to achieving high environmental standards.

In June 2022, Grace Poon and Richard Douglas completed a postgraduate diploma in sustainability. The knowledge gained from this course has been applied to this policy

### — 2.3.7. Specify Materials with 'Environmental Product Declaration' (EPD)

We will encourage our clients to select products with Environmental Product Declaration (EPD). EPD

is a document that transparently communicates any product or material's environmental performance or impacts over its lifetime.

Within the construction industry, EPD's support carbon emission reduction by making it possible to compare the impacts of different materials and products to select the most sustainable option.

### — 2.3.8 FSC Timber

Specify only FSC timber. Ensure that our supply chain is FSC certified.

### — 2.3.9 Specify & Work with Local Manufacturers & Installers

When clients are involved in selecting products, we will encourage our clients to choose suppliers' products that local manufacturers produce. The aim is to reduce the project's overall carbon footprint and, in turn, help us and our clients achieve net-zero targets.

### — 2.3.10 Independently Certified SKA Environmental Standards

Clients who want to adhere to the high environmental standards are encouraged to sign up for and implement an independently certified RICS SKA Environmental accreditation for their project.

Implementing SKA good practice sets and achieves higher environmental standards than will be achieved by DENTON good practise measures.

Our SKA team collaborates with our clients to ensure environmental good practices are achieved. They use SKA assessment techniques to minimise environmental impact from the design stage to post-construction. The scheme sets high environmental standards and is independently certified. Gold, silver, or bronze standard schemes are available.

Clients will receive an RICS SKA certificate for their completed project. The certificate records adherence to high environmental standards.

### — 2.3.11 GHG Measurement in Scope 1, 2 & 3

We commenced measuring and recording our Green House Gas Emissions in September 2022. DENTON is committed to reducing our carbon footprint in a planned and considered way.



#### Scope 1 (Direct)

GHG emissions directly from operations that are owned or controlled by DENTON.



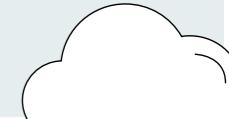
#### Scope 2 (Indirect)

Indirect GHG emissions from the generation of purchased or acquired electricity, steam, heating, or cooling consumed by DENTON.



#### Scope 3 (Indirect)

All indirect emissions (not included in scope 2) that occur in the value chain of DENTON, including both upstream and downstream emissions.



DENTON only consumes energy and generates it through purchased energy (Scope 2) at our office facilities and during the project fit-out phase. We are also seeking to measure GHG emissions associated with all relevant scope 3 categories, including:

**Category 5.** Waste generated in operations

**Category 6.** Business travel (air & rail)

**Category 9.** Downstream transportation and distribution

(Refer to Technical Guidance for Calculating Scope 3 Emissions, Greenhouse Gas Protocol)

## — 2.3.12 Wellbeing

DENTON client projects will be designed with wellbeing in mind.



- 01 **Indoor Air Quality & Thermal Conditions**  
Minimise risks associated with airborne contaminants and support individual thermal comfort preferences.
- 02 **Water Quality Management**  
Enhance filtration and reduce water contaminants to encourage safer hydration.
- 03 **Light Measurements**  
Optimise lighting environments for visual acuity and minimise disruptions to natural circadian rhythms, helping to improve sleep, productivity, and focus.
- 04 **Acoustic Performance**  
Limit background noise and distractions to support employee productivity and engagement.
- 05 **Environmental Monitoring**  
Determine how a building is performing in real-time by analysing sensor or onsite testing data rhythms, helping to improve sleep, productivity, and focus.
- 06 **Occupant Experience**  
Collect feedback on how people experience a space.
- 07 **Wellbeing Rooms**  
Encourage clients to incorporate wellbeing rooms into a design.
- 08 **Natural Light**  
Provide adequate levels of natural light to break out areas.
- 09 **Quiet Spaces**  
Provide quiet spaces for focused work and relaxation.
- 10 **Agile Design**  
Encourage clients to adopt agile design layouts where appropriate.

**Actions and implementation will be recorded on a monthly spreadsheet.**

**DENTON implements initiatives to protect the environment from harm and degradation by examining risks and opportunities.**

### — 2.3.13 Pre Refurbishment Surveys

Undertake a pre-refurbishment survey of existing materials on site at the early design stages.

Roll the pre-refurbishment plan into the Resource Management Plan

Undertake a Design out Waste workshop based on the materials in the RMP and increase their circularity on the current or other Denton projects.

Track the materials and what is reused and share the data with your clients and tell them how much good can be done on their behalf with your approach.

### — 2.3.14 OneClick LCA software

In July 2024, train colleagues in the use of Oneclick LCA. Once trained, we will use the software to target, measure and record our carbon Impact on projects.

Start making material assembly comparisons of elements used frequently used to raise familiarity with their weight of carbon and share amongst the team.

# 3.0

# Social

THE "S" IN ESG IS THE WAY WE INTERACT WITH EMPLOYEES & THE LOCAL COMMUNITIES



## SECTION OVERVIEW

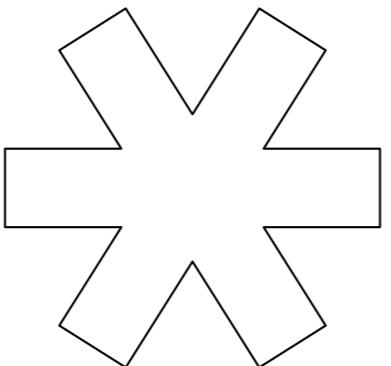
- 3.1. Introduction
- 3.2. Our People
- 3.2.1. Training & Development
- 3.2.2. Commitment to Agile Management
- 3.3. Corporate Social Responsibility (CSR)
  - 3.3.1. Dallaglio Foundation Charity
  - 3.3.2. Bleak Hill Rovers
  - 3.3.3. Lord Taverner's
  - 3.3.4. University of Hertfordshire
- 3.4. Wellbeing

## — 3.1 Introduction

As a national company, we understand the importance of supporting our people and institutions in the communities where we do business.

DENTON's social policy outlines three fundamental approaches to creating a culture that emphasises a sense of belonging and trust from being well-informed and in the know.

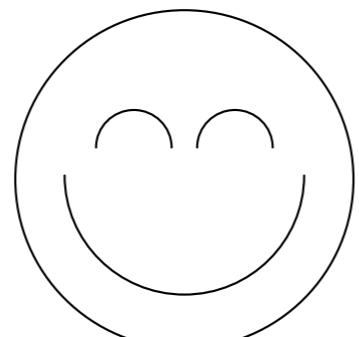
Our social policy revolves around three key approaches:



01

### Our People

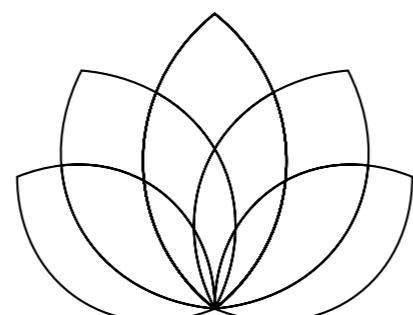
The success of projects is due to our unique mix of diverse, inclusive talented and dedicated teams.



02

### Giving Back

We promote active involvement in our community by fully supporting our team in their pursuits of charitable activities.



03

### Wellbeing

We are committed to promoting wellbeing amongst our team. Our team's happiness is a priority, which is ultimately reflected in our high staff retention rate.

# We have created a market-leading agile office working environment. The office design is conducive to employee wellbeing.

## — 3.2. Our People

DENTON has a training and upskilling budget. 4% of our profit is invested back into education and upskilling. Colleagues are encouraged to attain more qualifications and attend relevant training courses.

### — 3.2.1 Training & Development

All employees complete online training with iHasco, our online training provider. Training topics include:

Environmental awareness  
Anti-Bribery  
Drug and alcohol awareness  
Equality, diversity, and inclusion  
Modern Slavery

We have committed to training twelve employees to complete full RICS SKA training so we can offer independent environmental strategy certification.

### — 3.2.2 Commitment to Agile Management

We have restructured our company away from a traditional hierarchical structure and implemented a team-based agile structure which forms decentralised decision-making and increases employee engagement.

Our team-based structure aligns our efforts more closely with Client needs. Our agile structure speeds up decision-making and focuses on the client's needs.

## — 3.3 Corporate Social Responsibility (CSR)

In 2022 DENTON decided to revise its approach to CSR. Historically, DENTON made generous donations to charitable organisations out of the profits we attained as a business at the end of a financial year.

We have decided to adopt a more focused and interactive CSR policy.

### — 3.3.1 Dallaglio Foundation Charity

DENTON has worked solely with the Dallaglio Foundation charity, known as Dallaglio Rugby Works, for the past eight years. The charity supports 12-18-year-olds facing school exclusion by promoting life skills, raising aspirations, and improving physical and mental wellbeing.

Trained coaches utilise rugby and other tools to build strong relationships with students in schools. They also organise 'Career Taster Days' to provide firsthand workplace experience, increasing the likelihood of employment, education, or training. DENTON is actively involved in fundraising for the charity.

### — 3.3.2 Bleak Hill Rovers

DENTON sponsors Bleak Hill Rovers FC, who provide well-organised junior football to around 350 young players each weekend. The club



encourages good ethics and a sound attitude to competition in a safe and healthy environment. It caters to both genders of all ages, promoting long-lasting friendships and prioritising enjoyment over a 'win-at-all-costs' perspective.

### — 3.3.3 Lord Taverner's

We have actively supported the Lord's Taverner's charity for many years. The charity supports disabled children across the country through access to sports and other activities.

### — 3.3.4 University of Hertfordshire

We have close industry ties with the university of Hertfordshire.

DENTON has sponsored The Interior Architecture annual prize for the last 10 years. In addition, we have provided intern training to undergraduate and postgraduate students.

We have recruited and trained six graduates from the University over the past 10 years.

## — 3.4 Wellbeing

We have adopted a good practise approach to wellbeing within our company and as a client service.

We have implemented a balanced approach to Hybrid working.

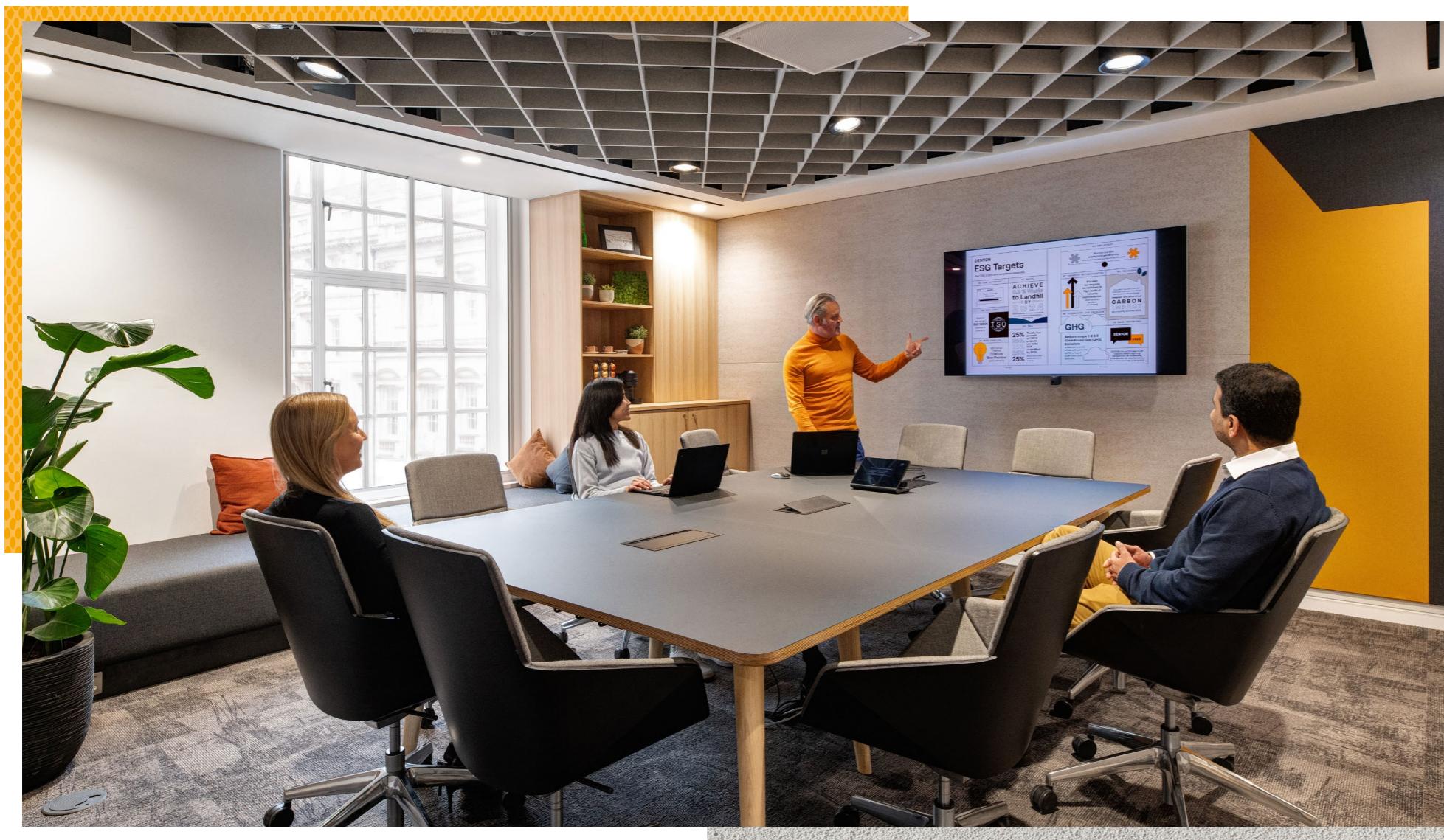
We have created a market-leading agile office working environment. Our office design is conducive to employee wellbeing, with diverse work destination options, rest areas, and social hub areas, considering good levels of natural daylight and quiet regions.

DENTON client projects are designed with wellbeing in mind. We will encourage our clients to adopt RICS SKA strategies, which include wellbeing measures. For clients who do not adopt RICS SKA, we will implement DENTON good practise approach, including wellbeing provisions. Implementation will be recorded on a monthly spreadsheet.

# 4.0

# Governance

THE "G" IN ESG IS THE WAY WE ENCOURAGE AND ADOPT A TRANSPARENT APPROACH TO BUSINESS.



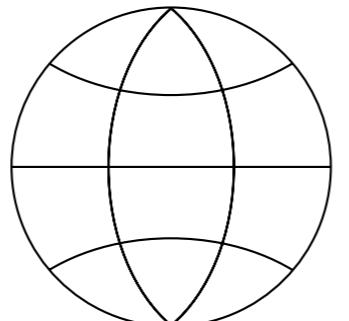
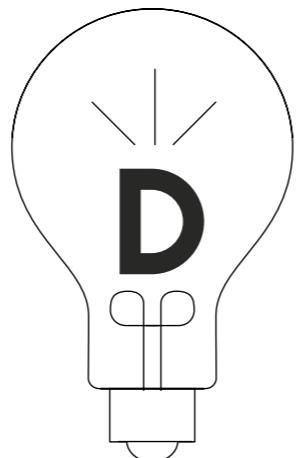
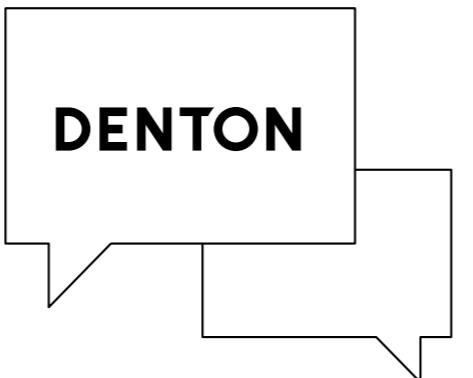
## SECTION OVERVIEW

- 4.1 Introduction
- 4.2 Commitment to Best Practice
- 4.3 Corporate Structure
- 4.4 Board Meetings
- 4.5 Executive Management Meetings
- 4.6 Diversity
- 4.7 Commitment to Fairness
- 4.8 Transparency

## — 4.1 Introduction

We take a sound approach to corporate governance that complies with all applicable laws, rules, regulations, and policies and adherence to our values.

Our Governance policy revolves around three key approaches:



01

### Transparency

An open and honest approach to business... we have nothing to hide.

02

### Best Practice

A real commitment to engaging at the leading edge of new techniques, and approaches.

03

### Diversity

We are truly proud of our diverse team - we have created a inclusive team that delivers, together.

# We are committed to ensuring a fair workplace for our employees and business partners.

## — 4.2 Commitment to Best Practice

The board Directors have recently completed the Institute of Directors Certificate in Corporate Governance. DENTON takes company governance seriously and is aware that adherence to good practise works in the best interest of the company and stakeholders.

## — 4.3 Corporate Structure

DENTON is a privately owned limited liability company. The shareholders are the board of Directors and Senior Management.

We are currently recruiting an independent Non-Executive Director to strengthen our Corporate Governance and expertise.

Our shareholders are our Directors and Employees. We believe this approach works well for our business model; those who own shares in the company have a personal stake in the company's success.

## — 4.4 Board Meetings

Comprehensive monthly board meetings are held. The meetings are chaired and minuted by our Chairperson.

## — 4.5 Executive Management Meetings

- **Resource planning**  
Every Monday
- **Finance committee**  
Monthly
- **Operations**  
Weekly
- **Health & Safety**  
Monthly
- **Marketing**  
Weekly
- **Sustainability, Quality, & Compliance**  
Weekly
- **Sales**  
Weekly



**DENTON has built many long-term relationships founded on trust.**

## — 4.6 Diversity

We practise inclusive diversity of race, gender, disability and sexuality. We are proud of this and celebrate our diverse company profile.

When recruiting, information relating to race, disability, gender & sexuality is redacted from CVs before candidates are invited to the interview process.

## — 4.7 Committed to Fairness

We are committed to ensuring a fair workplace for our employees and business partners.

We have strict policies to protect against unlawful discrimination and harassment.

We have an open-door policy to encourage honest and direct communication to resolve concerns in an expeditious manner. We encourage anonymous reporting of suspected unlawful or unethical behaviour or fraud.

We have also implemented regular informal one-on-one meetings or 'check-ins.' This regular platform allows people to raise concerns or ask for support.

## — 4.8 Transparency

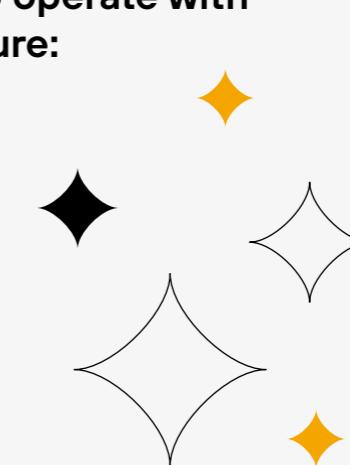
For the past 27 years of trading, a central belief of DENTON has been to operate as a professionally oriented, open, and honest business. This approach has worked well for DENTON as we have built many long-term relationships founded on trust.

**We will continue to operate with these values in future:**



### Detailed Cost Plans

Our cost plans are fully detailed, with quantities and specifications.



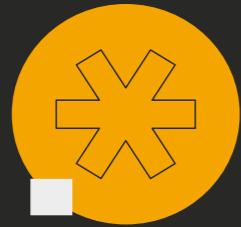
### Ambitious Standards

Maintain ambitious standards of corporate governance.



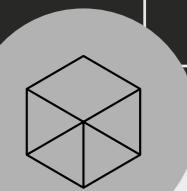
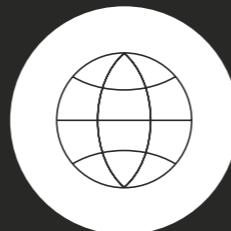
### Transparent Approach

Adopt a transparent approach to the disclosure of our business practices.



# Discover

## Design



# Deliver



For over 27 years, we've been at the **forefront** of innovative workspace design. Our innovative approach to production ensures our work **positively impacts our clients and their communities**. If you're interested in creating a sustainable workspace that's fit for the future, **get in touch with our expert team** and let us know a little more about what you're after.

## DENTON



### Contact Us

DIRECTOR
RICHARD DOUGLAS
<a href="mailto:richard.douglas@denton.co.uk">richard.douglas@denton.co.uk</a>
07767 345 592

# DENTON

DENTON.CO.UK

@WEAREDENTON