

WELCOME

Multiplex Construction Europe would like to welcome you to the University of Glasgow project.

Founded in 1451, the University of Glasgow is the fourth oldest university in the English-speaking world.

The University is entering a momentous chapter in their history, one that will transform the teaching, learning and research spaces for generations to come.

You are part of this transformation. The way in which you behave, communicate and carry out your daily routine will have a bearing and influence on this world class project.

Every day around 30,000 people will be moving in and around the campus and it is essential that we do all that we can to keep our impact on the campus and local community to a minimum.

To help us ensure we are creating a safe and friendly working environment for you, your fellow workers, University staff, students and the public we would like you to understand and abide by the - **Multiplex Values**

OUR VALUES

CARE

PROTECT, SUPPORT AND RESPECT

OUTPERFORMANCE

DRIVE, PASSION, AND FOCUS ON EXCELLENCE

COLLABORATION

LISTEN, SHARE AND WORK AS A TEAM

INTEGRITY

ETHICAL, HONEST AND OPEN

BEING A GOOD NEIGHBOUR

The campus development project is based in the West End of Glasgow and in a central location within a very busy live campus. Every day over 30,000 people will pass by our hoardings and it is essential that they are able to go about their daily routine uninterrupted. Your actions at work can have an impact on the local community. Please help us by acting responsibly at all times and following the project code.

The project is registered with the Considerate Constructors Scheme and we are committed to respecting our closest neighbours and extended community.

RESPECT THE COMMUNITY

- Informing, respecting and showing courtesy
- Minimising the impact of deliveries and parking
- Contribute to and support the local community
- Working to create a positive and enduring impression.

TRAVEL

Multiplex encourages everyone to use public transport or cycle to work.

Parking – There is no parking on site and we actively discourage the use of private vehicles.

Park and Ride - There are 3 park and ride facilities for the subway – Kelvinbridge, Bridge Street and Shields Road.

Subway – The nearest Subway to the Learning and Teaching Hub is Hillhead. The nearest Subway to the Western Campus is Kelvinhall.

Bus

- Bus routes 4, 4A & 15 run through the main University campus from the City Centre
- Bus routes 3, 17 & 77 runs from Dumbarton Road to the City Centre.

Trains – The nearest train station is Partick and this connects with Queen Street and Central Station.

For more information visit: <https://www.firstgroup.com/greater-glasgow> or www.scotrail.co.uk

GET IN TOUCH

If you have any comments, suggestions or ideas for improvement please feel free to contact a member of the Multiplex team onsite, or one of the Multiplex Health and Safety Managers.

You can also send an e-mail to our community team on community@multiplex.global

UNIVERSITY OF GLASGOW CAMPUS DEVELOPMENT PROJECT

CODE OF CONDUCT AND PROJECT INFORMATION



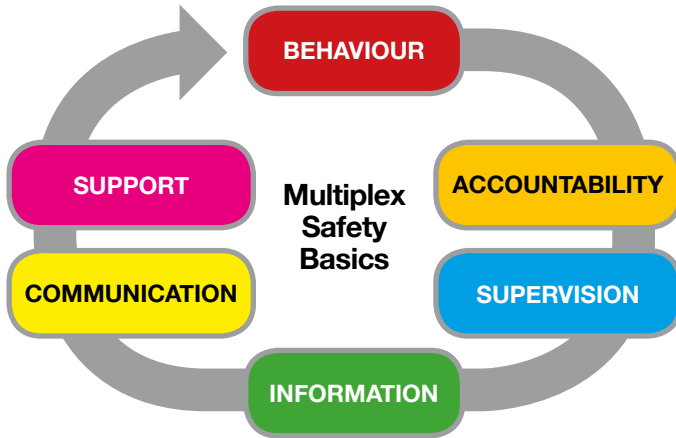
www.multiplex.global



YOUR LIFE.
OUR WORLD.
ONE COMMUNITY.
EVERYONE'S PRIDE.

HEALTH & SAFETY

Charter signatories will commit to employing the highest ethical standards in their own operations and those within their supply chain.



Behaviour

Our individual behaviour will influence the safety standards on the project. Make sure yours is positive.

Accountability

We are all accountable for our actions, within and outside the project.

Supervision

Every operation should be appropriately supervised. But you have a duty to take ownership of your own supervision.

Information

Make sure you have received the relevant information prior to undertaking any task. If in doubt do not start.

Communication

Speak to others the way you would like to be spoken to. Effective communication will always result in a positive outcome.

Support

Multiplex will support you throughout your time on the project. You will have access to our Health and Safety team, Occupational Health nurse and Mental Health First Aiders.

SITE HOURS

Monday to Friday

08:00 to 18:00

(no noise before 08:00)

Saturday

08:00 to 13:00

Noisy works outside these hours may only take place with planning authority consent.

DISCIPLINARY APPROACH

Multiplex operate a "Just Culture" where individuals are free from disciplinary action as long as they follow the site rules and procedures.

Procedure

- On site behavioral discussion.
- **Yellow Card**
Will remain on record for 3 months.
- **Red Card**
Will be issued for serious breaches of H&S or if you receive 3 yellow cards within a 3 month period. Anyone receiving a red card may be excluded from all Multiplex sites.

SITE RULES

- Smoking will only be allowed in designated areas. Anyone caught smoking out with these areas will be disciplined.
- The use of mobile telephones is prohibited within the construction site. Managers and supervisors are allowed to use mobile telephones for work purposes only.
- The use of audio or video equipment is not permitted on the project.
- Anyone caught stealing from site will be disciplined.
- Football colours will not be allowed on site.
- Do not tamper with any signs, notices, temporary electrics, fire fighting / detection equipment, scaffolds or any other precautionary measures provided for your safety or welfare.
- Only eat food in the dedicated areas.
- Adhere to the site access / egress procedures.
- Drugs and alcohol are not permitted on the project. Multiplex will carry out Random and For Cause drug and alcohol testing.

ENVIRONMENTAL

Some of the activities we carry out on the project may have an impact on our neighbours. Ensure you have carried out a risk assessment and implemented suitable control measures to mitigate the following:-

- **Dust**
- **Noise**
- **Vibration**
- **Light**

ZERO TOLERANCE TO SLAVERY AND HUMAN TRAFFICKING

Multiplex has a zero tolerance approach to all forms of modern slavery and human trafficking within our business and the supply chain. We are committed to acting ethically and with integrity in all of our business activity and relationships.

We have implemented effective systems and controls to ensure modern slavery and human trafficking is not taking place in our business or in the supply chain.

We are working in partnership with the Chartered Institute of Builders and the national Stronger Together initiative. Posters are displayed around the site that will tell you how to respond if you suspect a work colleague is being exploited.

DIVERSITY AND INCLUSION

Multiplex want everyone working on the Campus Development Project to be their best by being themselves.

Our vision is to create an environment that values, respects and supports everyone regardless of perspectives, experiences, lifestyles and cultures. It's not what you are, but who you are, and how you get to you use your skills and talent every day that is important to us.

We operate a diversity and inclusion campaign 'Build Respect'. The aim of which is to create a welcoming, friendly and open environment for everyone onsite. Posters and contact details are displayed within the welfare facilities.

