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## **FORKERS COLLABORATIVE WORKING POLICY**

### **Introduction**

Forkers Ltd recognises that collaborative working is fundamental to achieving long-term success in the construction and civil engineering industry. By building trusted partnerships with clients, supply chain members, and other stakeholders, we can deliver projects more efficiently, share knowledge, and create sustainable value. This policy provides the framework for how collaborative working is approached and managed within Forkers Ltd, ensuring alignment with international standards, compliance with legal requirements, and delivery of measurable benefits for all parties involved.

### **1. Statement of Intent**

The Board of Directors recognises the importance of strong, effective collaborative business relationships. It is the intent of Forkers Ltd to develop and maintain collaborative arrangements that create measurable added value for:

- Our partners
- Our customers
- Our stakeholders
- Forkers Ltd as a business.

Collaborative working will only be pursued where it supports mutual objectives, improves performance, and delivers tangible benefits to all parties.

### **2. Alignment with Standards**

This policy is aligned with **ISO 44001 – Collaborative Business Relationship Management Systems**. Adoption of this recognised framework ensures that collaborative working at Forkers Ltd is structured, auditable, and based on best practice.

### **3. Approach to Collaborative Working**

Forkers Ltd will implement collaborative working through:

- **Processes:** Defined procedures to establish, manage, and review collaborative relationships.
- **Tools:** Use of recognised tools to support communication, performance monitoring, and governance.
- **Guidance:** Clear instructions for employees and partners to ensure consistent and effective collaboration.

This structured approach ensures that relationships are formed under the right circumstances and are managed to achieve agreed objectives.

### **4. Policy Commitments**

Forkers Ltd management will:

1. Establish a clear *business case for collaboration* prior to initiating any relationship.
2. Select collaborative partners using pre-defined selection and competence criteria.
3. Agree and document the level of integrated working appropriate to project objectives.
4. Define and formally document collaborative processes before work commences.
5. Ensure that all collaborative relationships deliver demonstrable *added value*.
6. Provide staff with the necessary skills and training to operate effectively in collaborative environments.
7. Communicate this policy to all employees and make it available to interested parties.
8. Use feedback and lessons learned to refine processes and strengthen future relationships.
9. Ensure that information sharing complies fully with the **UK GDPR** and Forkers Data Protection Policy.

10. Deliver programmes efficiently, maintaining the highest standards of quality, health, safety, wellbeing, and sustainability.
11. Value and develop employees to support long-term collaborative capability.

## 5. Commitment to Improvement

Forkers Ltd is committed to continuous improvement through collaboration. By working with key clients, customers, stakeholders, and partners, we will:

- Embed the principles of collaboration into our culture, processes, and behaviours.
- Drive improvements in safety, quality, environmental performance, and sustainability.
- Deliver measurable outcomes, including reduced waste, improved efficiency, and enhanced customer satisfaction.
- Conduct regular performance reviews against jointly agreed KPIs.

## 6. Implementation & Responsibilities

- The **Board of Directors** is accountable for the implementation of this policy.
- The **SHEQ Manager** will oversee integration of collaborative principles into the management system.
- **Contracts Managers and Project Managers** will ensure collaboration is applied at project level.
- **All employees** are required to support and uphold this policy in their work.

## 7. Policy Review

This policy will be formally reviewed **annually** by the Board of Directors, or sooner if required by changes in legislation, standards, client requirements, or business needs. Reviews will:

- Assess the effectiveness of current collaborative relationships.
- Evaluate feedback from clients, partners, and employees.
- Consider lessons learned from completed projects.
- Identify opportunities for improvement and update commitments accordingly.

**Signed:**



**D Cartwright, Construction Director**

1<sup>st</sup> January 2026