

 <p>SHEPLEY GROUP</p> <p>SOCIO-ECONOMIC POLICY</p>	<p>MM0.0CompanyRecord16 REF: S0785 ISSUED:03.08.2018</p>
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1. INTRODUCTION

Shepley Engineers Ltd and its subsidiary companies West Cumberland Engineering Ltd & PPS Electrical Ltd have been established in Cumbria for over sixty years specialising in nuclear engineering, decommissioning and the architectural restoration of historic buildings. The Group is a major employer in the county and most of the staff are native Cumbrian's living in Allerdale, Copeland, Carlisle, Barrow in Furness and also Lancastrians residing in and around the Preston area.

2. Aims and Objectives

The Group has already developed a strong commitment to the communities and businesses around its operational bases, which is recognised and supported by all their staff. The commitment covers a wide range of subjects and actions which are supported and encouraged, most of which will fall into the four main areas detailed below.

- **Pathways to Employment**


We are committed to support local pathways to employment and recruitment from our local communities. This is achieved by attending and supporting relevant employment related events and assisting organisations to maximise local employment through the provision of information. This will provide support and encouragement to the unemployed and as a priority we will recruit from the local communities. This includes the already well established practices of working with local support and employment agencies, attendance at careers and job fairs, sourcing client and employer led initiatives and working with schools and colleges.

- **Youth Development**

We believe employment is a good base from which to assist youth development and we facilitate the progression of school leavers into the industry by providing schools and other bodies with support and information to assist in the choice of careers. We will provide work placement and job experience opportunities and offer trade and other apprenticeships in line with our business needs. The Group has for many years encouraged schools to utilise our offer of support to educate their students on the opportunities available in our industry, which has been followed up by the recruitment and training of a significant number of apprentices and trainees. All apprentices and trainees will be mentored and supervised by a full time training manager. The group will also continue with its participation in the local Business Cluster which is encouraging the coordination of business engagement with education providers. We encourage our young employees to be engaged with and to play an active role in their local communities.

- **Support to Local SME's**

We encourage the use and engagement with SME's by using, as a priority, their services whenever possible. We support their development by providing advice and guidance on commercial, technical and business needs as required. The level of involvement and support will depend on the individual SME, their needs and the ongoing portfolio of projects and skills within the group companies. We will continue to support and work towards the government and client targets for SME use.

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- **Local Community Support**



We recognise the need for our business to provide direct support to our local communities. Many clubs, community groups, charities and sports associations rely on volunteers, sponsorships and donations to survive. We will continue our involvement and support of our local communities and such organisations. This support will be provided in many ways from informal, ad-hoc donations and sponsorships through to more formal arrangements such as our funding of grant making funds managed through the Cumbria Community Foundation (CCF). We also provide support through attending events and encouraging the involvement of our employees in related activities.

From time to time and when suitable opportunities arise we will utilise our core skills, often through our apprentices, to manufacture and supply items to provide skilled labour to support the delivery of community or charity projects. We will also look to involve our apprentices in activities which broaden their social awareness, such as the Calvert Trust.

We will continue to support our local communities covering a broad range of activities and we will monitor, manage and record company and employee support.

3. Monitoring and Reporting

Our ongoing activities which constitute our socio-economic engagement as described above will be recorded and reported on a three monthly basis for review at group board level. This will provide the opportunity to formally recognise our contributions to the socio-economic well-being of our local communities and to ensure we are delivering a programme which is of continued benefit and fits with this policy. The board can then agree on any amendments or additions to the policy including the allocation of costs and resources.

	
<p>Nick Houghton Managing Director Shepley Engineers Ltd PPS Electrical Ltd</p>	<p>Graeme Phillips Managing Director West Cumberland Engineering Ltd</p>