

	SHEPLEY GROUP CORPORATE SOCIAL RESPONSIBILITY POLICY	Doc Ref: SELG-CSR-01 Issue: 1 Issue Date: 02/2020 Auth/Rev/App: ST/NH/NH Review Date: 02/2021 Page: 1 of 2
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1. Scope

- 1.1. This policy applies to all employees of the Shepley Group, incorporating Shepley Engineers Ltd (SEL), West Cumberland Engineering Ltd (WCEL) & PPS Electrical Ltd (PPS). The policy is made available to all employees and upon request to the general public.

2. Policy

2.1. People

- 2.1.1. We shall take positive action to ensure the ongoing health, safety and wellbeing of our employees and others who come into contact with our operations.
- 2.1.2. We understand our purpose and core values and that of our Clients and are fully motivated towards their requirements.
- 2.1.3. The creation of an open diverse, fair and inclusive organisation based on the foundations of individual respect, accessibility and opportunity for all.
- 2.1.4. We fully engage with our employees to allow them to perform at their best through the identification and development of individual potential and the development of responsible behaviours.
- 2.1.5. We support our employees in charitable fundraising and community benefit initiatives.
- 2.1.6. We pay, as a minimum, the real living wage to all our employees.

2.2. Our Communities

- 2.2.1. We identify our social impacts and take action to care for local communities engaging with them through various activities including philanthropic grant making via our endowment fund with Cumbria Community Foundation.
- 2.2.2. Engage with the communities in the areas we work, in order to make a positive contribution to their environment.
- 2.2.3. Respond to any complaints received in a timely and professional manner.
- 2.2.4. Contribute to sustaining a thriving local economy through apprenticeships, local recruitment and local procurement.

2.3. Our Delivery Partners

- 2.3.1. Treat our delivery partners fairly and pay within agreed timescales.
- 2.3.2. Work with our delivery partners in reducing risk and providing sustainable solutions for our Customers.
- 2.3.3. Engage with small to medium sized enterprises to help them grow.
- 2.3.4. Assess and manage the risk of modern slavery in our Supply Chain.



2.4. Planet

- 2.4.1. Use natural resources efficiently, source responsibly and aim to achieve zero waste to landfill where possible.
- 2.4.2. Understand, manage and measure our ecological and heritage impacts and seek opportunities to provide a positive impact.
- 2.4.3. Play our part in reducing carbon emissions and helping our Client build infrastructure, which is resilient to future climate change, through the solutions we design, engineering processes we adopt, the plant and equipment we employ.

2.5. Profit

- 2.5.1. Conduct our business with integrity and ethics.

- 2.5.2. Develop strong relationships with our customers and strive to exceed their expectations.
- 2.5.3. Listen to and collaborate with our customers and our supply chain to drive innovation and add value to the services we provide.

	
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