

	CORPORATE SOCIAL RESPONSIBILITY POLICY	Doc Ref: SELG-CSR-01 Issue: 5 Issue Date: 07/2022 Auth/Rev/App: AS/ST/GJ Review Date: 07/2027 Page: 1 of 2
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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 available to all employees and upon request to the public.

PEOPLE

We shall take positive action to ensure the ongoing health, safety and wellbeing of our employees and others who encounter our operations.

We understand our purpose and core values and that of our clients and are fully motivated towards their requirements.

We create an open diverse, fair, and inclusive organisation based on the foundations of individual respect, accessibility, and opportunity for all.

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.

We support our employees in charitable fundraising and community benefit initiatives.

We pay, as a minimum, the real living wage to all our employees.

OUR COMMUNITIES

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.

Engage with the communities in the areas we work, to make a positive contribution to their environment.

Respond to any complaints received in a timely and professional manner.

Contribute to sustaining a thriving local economy through apprenticeships, local recruitment, and local procurement.

OUR DELIVERY PARTNERS

Treat our delivery partners fairly and pay within agreed timescales.

Work with our delivery partners in reducing risk and providing sustainable solutions for our customers.

Engage with small to medium sized enterprises to help them grow.

Assess and manage the risk of modern slavery within our Supply Chain.

PLANET

Use natural resources efficiently, source responsibly and aim to achieve zero waste to landfill where possible.

We will understand, manage, and measure our ecological and heritage impacts and seek opportunities to provide a positive impact.



We will 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.

PROFIT

We will conduct business ethically and with integrity.

We will develop strong relationships with our customers and strive to exceed their expectations.

We listen to and collaborate with our customers and our supply chain to drive innovation and add value to the services we provide.

	
Gavin Jakubowski Managing Director Shepley Engineers Ltd PPS Electrical Ltd	Graeme Phillips Managing Director West Cumberland Engineering Ltd