



2019



CORPORATE SOCIAL RESPONSIBILITY



We are committed to conducting business in a socially responsible manner





Contents

Corporate Social Responsibility: Overview

Pillar 1: Responsible Business

Pillar 2: Workplace & Diversity

Pillar 3: Community

Pillar 4: Environment

PLEASE NOTE:

This document operates in conjunction with our main policies and procedures on the relevant subject matter



OVERVIEW

What does Corporate Social Responsibility ('CSR') mean?

CSR is a business approach that contributes to sustainable development by delivering economic, social and environmental benefits for all stakeholders.



Our Approach to CSR

We believe that responsible, diverse and inclusive businesses are more successful. Being responsible allows us to attract, develop and retain the talented people we need to succeed, to better understand and help our clients and build public trust.



4 Pillars of CSR Strategy

Responsible
Business

Workplace &
Diversity



Community

Environment





PILLAR 1: RESPONSIBLE BUSINESS

We operate our business with integrity. We do things right and we do the right thing

1.1 INTRODUCTION

We believe that a responsible approach to business is a key factor determining our long-term success. For us, being a responsible business is about creating sustainable value for our clients, employees and other stakeholders. We do so based on our broad understanding of our duties as an engineering business and employer and as an integral part of the economy and society. This approach is also reflected in our efforts to protect the environment (as discussed in Pillar 4).

1.2 DEMONSTRATABLE COMPLIANCE

We comply with all applicable laws as well as developing and implementing our own standards, monitoring our performance, setting objectives for improvements and reporting on progress.

1.3 FOCUS ON INTEGRITY

We are committed to conducting our business with integrity. We recognise the critical role of employees in helping to preserve integrity and as such, we aim for the highest standards of personal accountability and ethical conduct from each member of staff.

We encourage our employees to ask questions, voice concerns and make appropriate suggestions regarding the business practices of the company. Employees are expected to report promptly to management suspected violation of laws, company policies and internal control procedures so that management can investigate and take appropriate corrective action.

1.4 SUSTAINABLE PROCUREMENT

We seek to promote sustainable procurement through the relationships that we build with our suppliers. Indeed, we look to ensure that our suppliers adhere to all applicable laws and regulations, as well as sustainable and ethical operating principles.





PILLAR 2: WORKPLACE & DIVERSITY

Inclusivity, diversity, career development and wellbeing are central to our business strategy

2.1 INTRODUCTION

Our employees are our greatest asset - we say it often and for good reason. It is only with the determination and dedication of our employees that we can meet the needs of our clients and contribute to the wider community.

Inclusivity, diversity, career development and wellbeing are central to our business strategy and we are committed to creating an outstanding workplace for everyone.

2.2 OUR MOTIVATION

We recognise that our differences make us a better company. Indeed, it is our diversity that ensures that we continue to attract, retain and develop the highest quality of people.

It is important to us that we embody the diversity of our employees, our clients and our communities, and that we can create an inclusive culture in which everyone - regardless of background, identity and circumstance - can reach their full potential.

To deliver the very best service to our clients on their most important projects means bringing together the sum of all our creative talents as a dynamic and unified team.

2.3 PRIORITY AREAS

We have prioritised the following five areas:

2.3.1 GENDER

We are committed to creating a workplace where all genders feel supported.

2.3.2 RACE AND ETHNICITY

We want our company to reflect the races, ethnicities, cultures and nationalities that exist in the communities in which we operate.



2.3.3 SOCIAL MOBILITY

We strive to be a place where personal background, social identity and socio-economic circumstances are no barrier to success.

2.3.4 AGE

Our changing workplace means that different people of different age groups and life stages will work together and require different working arrangements over their careers.

2.3.5 SEXUAL ORIENTATION

We are committed to creating an environment of inclusion and belonging for people of all sexual orientations, gender identities and gender expressions.

2.4 TRAINING OPPORTUNITIES

Education drives economic empowerment and social mobility.

We believe that employees flourish in a workplace where they are supported in expanding their careers. Therefore, we invest in our employees in the following ways:

- 2.4.1 Apprenticeship Schemes;
- 2.4.2 Graduate Programmes;
- 2.4.3 Robust and repeat training;
- 2.4.4 Higher education loans (interest free);
- 2.4.5 Career development plan.

2.5 WELLBEING

Working can provide a sense of wellbeing and positive feelings of achievement. To ensure that our employees can enjoy good health and give their best for our clients, the company is committed to supporting the physical and mental wellness of colleagues.





PILLAR 3: COMMUNITY

Making a positive difference and building relationships

3.1 INTRODUCTION

We are committed to making a clear and positive contribution to the communities in which we work and live and in circumstances where we can make a real difference. Our goal is to build and maintain sustainable community relationships so that our partnerships can have lasting results.

This commitment stems from the belief that our relationships with local and national communities should reflect our core values and our awareness to those with whom we work.

3.2 OUR APPROACH

We support:

- 3.2.1 Young and disadvantaged people via work experience placements;
- 3.2.2 Employees who wish to give their time to charitable and community initiatives;
- 3.2.3 Local projects and sports clubs based in the communities we work;
- 3.2.4 Local and national charities, to fundraise and promote their causes;
- 3.2.5 Local suppliers wherever possible.



PILLAR 4: ENVIRONMENT

We always take environmental impacts into account

4.1 INTRODUCTION

We are committed to protecting the environment by demonstrating high standards of environmental responsibility in all of our operations and preventing or mitigating the environmental impacts associated with our activities, products and services.

4.2 OUR APPROACH

- 4.1 Comply with all applicable environmental law and regulation and with other requirements which may apply to our activities;
- 4.2 Take all practical steps to reduce our negative impacts through effective management, ensuring that we protect the environment, including preventing and reducing pollution and reducing, reusing and recovering our waste;
- 4.3 Reduce our greenhouse gas emissions through improvements in the energy efficiency of our premises;
- 4.4 Incorporate low carbon technologies and reduce the negative impacts caused by both our operations and business travel;
- 4.5 Integrate sustainable procurement and sourcing into the relevant business functions and use our buying power to select products and services from suppliers with appropriate environmental credentials; and
- 4.6 Raise awareness about environmental issues through effective communication channels such as staff training and new staff induction.





www.wrighteng.co.uk