

# SOCIAL VALUES STRATEGY

We are fully committed to corporate social responsibility and ensure that our business approach contributes to sustainable development by delivering economic, social and environmental benefits for all stakeholders. Our sustainability principals are based on behaving responsibly, protecting and developing our people and our environment and contributing to the local economy and communities.

We understand that how we develop, maintain and adhere to our corporate values and code of ethics underpins both the mitigation of business risks associated with poor practice and the positive, pro-active development of an organisation commanding respect for its ethical business practices.

Our strategy covers the following key areas:

## **Our Staff and Workforce**

We strive to recruit and retain the best people, from all backgrounds and demographics. We value them, we engage with them, we keep them safe and we develop them to their best potential. We are dedicated to equality and will not tolerate harassment or discrimination on any grounds.

We are committed to carrying out the practices outlined in our Equality, Diversity and Inclusion policy and communicate our intentions via our website for full visibility. We are members of the Employers Network for Equality and Inclusion and fully maximise the resources and information provided by them.

We encourage young people and those struggling to find work to take part in our apprenticeship programmes to build better futures for themselves.

We provide health and well being days and workshops and have engaged with Mindful Employer so that our management teams are educated in identifying and managed mental health issues within the workplace. We provide our workforce with information and strategies for managing stress and provide an internal confidential point of contact where individuals can report any issues and seek further guidance through professional means.

We engage our workers on assignments to maximise their earning potential and exceed the national living wage.

We endorse our Preventing Hidden Labour Exploitation policy and are careful to engage with third parties who are committed to the same.

## **Our Clients and Supply Chain**

We carry out our business in a professional and ethical way at all times and continually challenge our working practices and safety performance to find improvements. We create trusted and viable partnerships with our clients and suppliers and provide a quality service which adds value to all and enhances economic stability.

We operate an ethical procurement policy to ensure that the supply chain we choose to do business with are fully compliant with anti-bribery and corruption legislation, and modern anti-slavery regulations and we fully commit to all relating policies held by our clients.

We adhere to a fair payment charter and ensure we operate within terms.

### **Our Community**

We operate across the infrastructure, from many regional depots. We value the communities in which we work and we support them in various ways, including local recruitment, local supply agreements and charitable work.

We encourage our employees to participate in both volunteering opportunities and fund raising events in order to support local communities and charities.

### **Our Environment**

We actively seek to achieve harmony between the environment and our corporate activities by promoting sound environmental management principles throughout the organisation and by providing the resources and expertise to make this a practical reality.

Through the implementation of our Integrated Management System, which meets the requirements of ISO 14001, we maintain the highest practicable environmental standards.

We comply with all environmental legislation, regulation and codes of practice, and specific rail industry requirements as relevant to our business activities.

We set, monitor and continually challenge our environmental objectives and targets to ensure improvement of our performance.

1. We maximise the segregation of waste that can be re-cycled from that which can't.
2. We maximise the efficiency of consumed energy and minimise pollution; through the adoption of an efficient transport policy for our personnel and the controlled use of electrical supplies and consumables at our premises
3. We minimise environmental impact of any physical assets (including plant and machinery) under our control, by ensuring they are properly maintained, stored, transported and utilised.

### **Supporting Policies**

Our social strategy is supported by the following policies which can all be found on the knowledge centre of our website <https://isslabour.co.uk/knowledge-centre/>

POL003 Environmental Policy

POL006 Equality, Diversity and Inclusion Policy

POL008 Anti Bribery and Corruption Policy

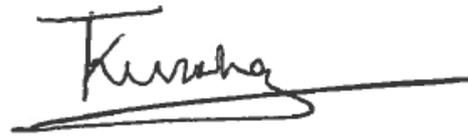
POL013 Core Values and Code of Ethics Policy  
POL014 Ethical Procurement Policy  
POL015 Harassment at Work Policy  
POL017 Prevention of Hidden Labour Exploitation Policy  
POL020 Stress at Work Policy

### **Communication and Review**

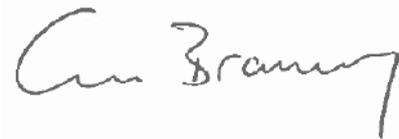
The principles of this strategy will be communicated to all workers, customers, suppliers and contractors and also to the general public where appropriate and is reviewed at least annually for effectiveness.



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