

Corporate Social Responsibility Policy

GPW0001.2



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1. Introduction

1.1 GPW Design Services Ltd employees aim to act in a socially responsible manner at all times. We recognise that we must integrate our business values and operations to meet the expectations of our stakeholders. Our stakeholders include clients, employees, work seekers, regulators, investors, suppliers, the local and wider community and the environment.

1.2 We recognise that our social, economic and environmental responsibilities to these stakeholders are integral to our business. We aim to demonstrate these responsibilities through our actions and within our corporate policies, procedures and processes.

1.3 GPW Design Services Ltd are committed to a programme of activities to achieve continuous improvement in health and safety performance. For further information, please refer to the Health and Safety Policy.

2. Employees

2.1 GPW Design Services Ltd are committed to delivering a competitive and fair employment to all employees. The Company offers a structured career path for all employees and the opportunity to develop and advance subject to personal performance. We are committed to the training and development of staff, and offer standards and bespoke training packages, as well as the opportunity for staff to recognise their own training and development needs.

2.2 Our internal systems and procedures are developed to provide a clear working environment created for maximum support and efficiency. It is also flexible and ideas from our HR department are regularly implemented.

2.3 GPW Design Services Ltd believe that communication is essential to success and we utilise a wide range of communication methods within its structure to ensure information is dissipated carefully.

2.4 GPW Design Services Ltd are committed to offering equal opportunities to all employees and potential recruits. For further information, please refer to the 'Equal Opportunities and Diversity Policy'.

3. Clients

3.1 Our business and livelihood depend on our clients. Every member of staff is responsible for ensuring that any contact with our client represents professionalism, energy, enthusiasm, efficiency, honesty and a premier level of customer service. We constantly strive to provide the highest quality services with excellent value for money.

4. Suppliers

4.1 We regard suppliers as our partners and work with them to help us achieve our policy aspirations in the delivery of our products and services. GPW Design Services Ltd are open to advice and guidance from our suppliers if it aids an improvement on the effect our business has on the environment. GPW is committed to working with its suppliers of products and services to ensure that the welfare of workers and labour conditions within our supply chain and meet or exceed recognised standards, as well as encouraging them to adopt environmentally friendly practices.

5. Community

5.1 GPW are committed to being a responsible corporate citizen through support for appropriate non-political organisations and charities. We recognise that our business activities have varying direct and indirect impacts on the societies in which we operate. We endeavour to manage these in a responsible manner, believing that sound and appropriate performance in this area is linked to business success. We are committed to reviewing and continuously improving our social responsibility programme and encourage our business partners to implement CSR's appropriate to their business.

6. Candidates

6.1 As with our clients, our business and livelihood depend on the work seekers that utilise GPW's services. Every member of staff is responsible for ensuring that any contact with our candidates represents professionalism, energy, enthusiasm and honesty, and offers a premier level of customer service. For further information, please refer to the 'Customer Service Policy'.

7. Scope

7.1 The Corporate Social Responsibility Policy applies throughout the various divisions at GPW Design Services Ltd, to all directors and employees and governs our approach to all our activities.

8. Responsibility

8.1 The Operations Manager has primary responsibility and is responsible on reporting on the policy to the Managing Director.

Thank you. Ready to recruit?

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