

Company Name:	GPW Design Services Ltd
Model Policy No.	Policy 10027.1
Model Policy Name:	Corporate Social Responsibility Policy
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GPW Recruitment is a leading specialist recruitment company and aims 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 of course the environment.

STANDARDS OF BUSINESS CONDUCT

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 .

HEALTH AND SAFETY

We are committed to a programme of activities to achieve continuous improvement in health and safety performance . For further information see the current GPW Recruitment Health and Safety Policy.

EMPLOYEES

We are committed to delivering a competitive and fair employment environment to all employees. GPW offers a structured career path for all employees and the opportunity to develop and advance subject to personal performance. We are committed to training and development and offer standard and bespoke training packages as well as the opportunity for staff to recognise their own training and development need s.

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 personnel are regularly implement ed.



GPW Recruitment believe that communication is the key to success and utilise a wide range of communication methods within its structure to ensure information is dissipated carefully.

GPW are committed to offering equal opportunities to all employees and potential recruits. For further information see the GPW Recruitment Equality and Diversity Policy.

CLIENTS

Our business and livelihood depend on our clients. Every member of staff is responsible for ensuring that any contact with our clients 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.

SUPPLIERS

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 are also 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 meet or exceed recognised standards, as well as encouraging them to adopt environmentally friendly practices.

COMMUNITY

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.

CANDIDATES

As with our clients, our business and livelihood depends 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 more information please see the GPW Customer Service Policy.

SCOPE

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



Technical & Design • Manufacturing & Engineering • Mechanical & Electrical
Construction • Office Personnel • Design for Manufacture • Power

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RESPONSIBILITY

The Operations Director is the main board director with primary responsibility. Monitoring of each of the underlying policy commitments is the responsibility of the Divisional Managers. The Directors and Divisional Managers are responsible for co-ordinating operation of the policy and reporting on it to the Managing Director.

