

Corporate Social Responsibility Statement



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Since SRE's inception in 2005, the company has been fully committed to Corporate Social Responsibility. Initiatives have been taken both within the running of the company and outwardly to all stakeholders.

We operate for the benefit of our clients and staff and the communities in which we operate. As such we recognize our responsibilities to them as well as our suppliers and sub-consultants.

SRE believes that Corporate Social Responsibility is so important that Directors and the Senior Leadership Team lead by example and encourage all staff to do the same. We believe our staff are an integral part of the success of the company delivering our responsibilities to all stakeholders.

Not only do we support selected charities through donations but our staff are also encouraged to offer their support either through voluntary work or through raising funds.

This policy is reviewed regularly and communicated to all staff.

Mission Statement

SRE exists to ensure the built environment enhances life without costing the earth.

We continuously invest in the training of high calibre personnel and the upgrading of our technological capabilities, benefiting both our clients, our staff and the company and allowing us to remain in the forefront of the latest developments in our sector.

We believe in providing value for money for our Clients, and ensure our approach is flexible and innovative in order to overcome the challenges we encounter on their behalf.

We are committed to ethical business practice in every aspect of our operations from our dealings with clients to the way we manage our people, to respect and mitigating the environmental impact of our activities.

We believe that the construction industry should take a greater responsibility to ensure that all construction projects are carried out with a view to future as well as current needs. We believe that the short term cost implications of using sustainable materials and modern methods of construction are justified when evaluating Life Cycle Costings and the needs of future generations as well as securing better rental and sale values.

Business Plan

Our business plan embraces the following objectives:

- To maintain and improve on current levels of client satisfaction
- To reduce the impact of our activities on the environment
- To reduce waste and increase re-use and recycling
- To increase efficiency and profitability
- To provide career progression, training and development to our staff
- To provide placements and job opportunities within our local community whenever possible
- To provide an environment in which all staff can enjoy and feel positive about their work.

Employees

SRE acknowledges that our most important asset is our staff and that investment in people is a fundamental part of our business philosophy. We are rightly proud of our staff retention rate which is clearly beneficial to maintaining continuity in the service we provide and in the level of job satisfaction amongst our staff.

SRE:

- Takes a coaching approach in all we do with all members of the Senior Leadership Team professionally trained coaches
- Offers clear and fair terms of employment and ensures that New Starters receive welcoming and thorough staff inductions.
- Provides immediate feedback on all areas of behaviour and performance both positive and negative.
- Undertakes annual 'no surprise' performance meetings, undertaken as a coaching session with employees assessing their own performance, choosing their own areas of improvement and setting their own improvement objectives.
- Ensures each member of staff receives training each year and has the opportunity to progress in their chosen area of work.
- Provide continual professional development through arranging in-house seminars and training to ensure staff have the opportunity to learn about innovative procedures and products
- Promotes growth mindset values through operating a 'no blame' culture and promoting an 'open door' policy where employees are able to communicate and discuss any concerns or issues.
- Values the importance of a healthy work-life balance and discourages working out of hours
- Recognises employees who contribute to the company and actively seeks to reward them
- Promotes equal opportunities and does not tolerate any form of discrimination.
- Rewards loyalty to the company, enabling staff to take sabbaticals in their 7th, 14th and 21st years of service.

Giving

SRE recognises that all of us in the business are fortunate because of where we live, the work we do, the opportunities and freedom we have and the education we have. SRE always has and always will support those less fortunate than ourselves.

SRE financially supports:

- the local school paying for an extra term of Forest School for disadvantaged children
- the local cricket club which provides sport and social opportunities for many in the local community
- the local Home Start charity which provides friendship and support for local disadvantaged families
- regularly sponsors employees and clients
- any other charities such as SPEAR, Shelter, Macmillan, Movember, RNLI, Princess Alice Hospice, School Safety First and Action for A-T.

Supply chain & environment

SRE always has and will continue to:

- Choose products with minimal environmental impact or that are produced by environmentally responsible companies
- Use local, organic and/or fair trade products where possible
- Source items such as office furniture, stationery and paint from companies who endeavour to reduce the environmental impact of their activities
- Reduce our impact on the local environment by choosing public transport whenever possible encouraging car sharing for those who drive to work.
- Endeavour to enhance the local environment through attractive planting and keeping our area

- tidy
- For more information on what SRE does to minimise the environmental impact of its activities, please see our Environmental Policy Statement.

Client Care

SRE believes that the quality of our services is fundamental to our success. We pride ourselves in delivering an authentic, dedicated and relational service where we build genuine relationships with our clients based on trust and dedication. We

- Listen to and respond to the needs of our clients
- Invest time in keeping up to date with the changing requirements for legislation compliance and advancements in environmental technology
- Remain impartial and independent basing our recommendations on in-house research, onsite experience and calculations, rather than on sales brochures and supplied information
- Disseminate information to all stakeholders to allow decisions on environmental issues to be made on sound, knowledge- based foundations

We review this CSR statement annually to ensure it reflects the practice and ideals of SRE and its staff.

Anna Maclean

Director

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