

5.1 Corporate Social Responsibility



\\ LPL Construction Services - Corporate Social Responsibility

Our Head office is based near Stansted Airport, this provides us with a fast network of roads and public transport to support our workforce getting to work.

Our 25-year, collaborative approach with our clients and employees provides relationships which are true partnerships through joint objectives. This joint approach delivers, locally sourced workforce, with long service records and continuous employment for our teams.

We pride ourselves at LPL on the large number of people we directly employ from the local area.

- Unlike several construction organisations, we directly employ our own workforce.
- We do not use Zero-hour contracts. This directly benefits the local economy and provides sustainability of growth for everyone.
- The employment model we operate is rare within the construction industry and this directly benefits our local economy through continuous employment.
- Our clients desire to grow and make capital changes in order to meet futures demand provides us with the opportunity to grow as an organisation, provide continuity of sustainable employment for our workforce and create further employment opportunities within our local community.

LPL believe it is our duty to provide a safe, stable and sustainable working environment. This is our key focus for the actions and operation of our Corporate Social Responsibility (CSR).

OUR PEOPLE

LPL is a family company foremost. Our MD and the directors of the business are all based on site at our main office. Our open-door approach to leadership affords direct access to the board for all staff providing the opportunity to discuss and support.

To reflect our CSR strategy we continue to invest in the workforce providing external and internal training and communication and procedures to ensure the CSR is carried through into our actions and decisions.

This embedded strategy is demonstrated by;

- With the Covid 19 pandemic we have invested in outdoor facilities to maintain a Covid safe areas for employees and the offices have been upgraded to include Covid screens and additional facilities for Covid safety.
- We have decided, given the difficult conditions during the pandemic to invest further in mental health training to provide a support network for the employees during these difficult times. The board has identified staff members from across the business who will attend a mental health first aid course early 2021. The three staff members are strategically positioned throughout our organisation ensuring the maximum effectiveness of the roles to all levels within the business. Mental health remains a focus especially with the increased stress because of the COVID restrictions and the on-going impacts to the business

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OUR COMMUNITY

LPL is embedded within the local community; we employ local and support local. Our main charity in recent years has been St Claire's Hospice. We have nominated St Clare Hospice as our main local charity, who care for hundreds of people across West Essex and the East Hertfordshire border. They provide free, compassionate care and support to adults with life-limiting illnesses, as well as their families and carers. www.stclarehospice.org.uk

We have heavily fundraised for them and look forward to working with them in the future. In raising this money, we have also helped to promote their good work through local press and leaflet drops. LPL have raised money through local events such as family fun day, sponsored go-carting trips and through collection and donation at various smaller fundraising events.

As a company we also support other local charities which affect our employees and the local community. So far this year we have;

- Supported the local branch of Royal British Legion, our Office Manager to collect for the charity in the local store and to take the dogs running for the charity, with our employees generously sponsoring the event.



- During the difficult Covid times, we have donated to the free half term school meals with our Office Manager kindly giving her time to deliver food to children who needed them.
- The team annually enjoys the camaraderie of Movember raising £1,000 during Movember 19 and raising a few eyebrows at client meetings!

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- Our volunteering efforts also supported our client's objectives too. We recently assisted in the planting of 2,000 saplings around Stansted airport helping MAG reach one of their environmental goals.

We are in the fortunate position of being able to help with and change the facilities of our community centres and we receive a wide range of requests from clubs and community programmes. In recent months we have helped the local scout group refurbish their scout hut and our volunteers have assisted community teams to re-invent the community garden. We will continue to support our local community and look forward to post COVID times where we can once again engage in the community.

LPL would normally run a social event once a year, COVID 19 restrictions has stopped these events but previous years have included, family fun days, family firework displays and go-karting fundraising events with our supply chain with ALL proceeds going to St Claire's Hospice.

OUR ENVIRONMENT

LPL are committed to environmental responsible strategies and deployment of these within our workforce. This can be demonstrated through our dedicated environmental policy. On our construction sites by producing and using recycled aggregates we are able to achieve 95% recycling of our waste stream.

The company gives consideration on any actions which may improve or maintain the environment in which we operate.

Our office is based next to a major public infrastructure, so all forms of public transport are available to our teams. Our staff have the opportunity to receive reduced fares through the Airport Commuter centre and our partnership with them helping to promote use of public transport.

Our site teams all come to a central point and then van share across the projects to ensure minimal pollution when travelling to various project sites.

We hold a stockroom of regularly used fixings and consumables to reduce the environmental impacts of numerous trips to the same supplier by holding a permanent stock within our own yard.

The business this year has started to invest in electric cars and have installed 2 electric charging stations and is looking to reduce and minimise environmental emissions.

Within our office environment we are focused on energy efficiency and waste minimisation and recycling.

OUR ACCREDITATIONS & AWARDS

During 2020 our Construction Operation was awarded the Morgan Sindell National award for Health and Safety, which our Construction Director collected on behalf of LPL. We were delighted to receive

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the award which demonstrates our focus on investment in health and safety and our corporate social responsibility.

We continue to develop our processes and systems of work via the new ISO which we are investing in to both improve and maintain our systems of work.

We continue to work in accordance with Achilles building with confidence and the CHAS accreditations to keep our focus on maintain and creating a safe, stable sustainable environment for those involved with LPL.