

5.1 Corporate and Social Responsibility Statement



Loppingdale Plant Limited t/a LPL Construction Services recognises 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.

Our 30-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.

Our commitment to supporting a local thriving economy are:

- 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 to meet future demand provides us with the opportunity to develop as an organisation, provide continuity of sustainable employment for our workforce and create further employment opportunities within our local community.
- 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.
- Active member of local Meet the Buyer events this offers new opportunities to other businesses in the area and fostering new relationships.

OUR PEOPLE

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

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

This embedded strategy is demonstrated by:

- LPL Construction Services has partnered with Lighthouse Construction Industry Charity. They provide mental, physical and financial wellbeing support to construction industry and its families.
- A complex and thorough training programme for all our employees through a mix of job training and professional development plus corporate online learning via the platform iHASCO.
- LPL have invested in outdoor facilities. The office has been upgraded to include Covid screens and additional facilities for Covid safety.
- Help mitigate some of the impact of soaring inflation and higher bills with a one-off payment cost of living payment.



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.



St Clair's Hospice

They provide free, compassionate care and support to adults with life-limiting illnesses, as well as their families and carers. www.stclarehospice.org.

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.

Other Charity Work

As a company we also support other local charities which affect our employees and the local community. Within the last 24 months we have.

- Provided people and equipment to create a pathway to a beautiful garden space where children can de-stress and connect with nature. This has been laid at the village school in Birchanger. LPL and Corr supported Stansted's community garden team, Human Roots.
- The LPL team competed in community event called Dunmow Soapbox Race, the day raised over £40,000 for Great Dunmow Round Table, Mind West Essex and St Clare Hospice. LPL Construction was proud to play its part in this event.
- Supported the local branch of Royal British Legion, our Office Manager went to Tesco and collected for the charity in the local store.
- Our employees' dogs went on a charity run generously sponsored by the LPL team.
- 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.
- LPL supported Sudbury Boxing club with a donation to purchase a Defibrillator.

The Team



OUR ENVIRONMENT

LPL are committed to environmentally responsible strategies and deployment of these within our workforce. This can be demonstrated through our dedicated Environmental Policy.

- 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. 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.
- Within the head office we recycle all batteries, printer cartridges and waste products wherever possible.
- Our site teams come to the head office; this acts as a central point for people to van share across the projects to ensure minimal pollution when travelling to various project sites.
- The head office holds a stockroom of regularly used fixing and consumables to reduce the environmental impacts of numerous trips to the same supplier by holding a permanent stock within our own yard.
- Within our office we are focused on energy efficiency and waste minimisation and recycling. Our printing for example is offset by planting trees.

OUR ACCREDITATIONS AND AWARDS

During the last 12 months LPL Construction Services has been awarded

- Perfect Delivery for their work on The Bridge School
- Regional Supply Chain winner – Morgan Sindall
- Achilles achieved 100%
- ISO 9001
- ISO 14001
- ISO 45001

These awards and accreditations demonstrate our focus and investment in health and safety and our corporate strategy and delivery. We continue to develop our processes and systems of work via the British Assessment Bureau framework. LPL is investing into all industry accreditations to both improve and maintain our systems of work. We continue to work in accordance with leading industry standards to ensure we maintain focus and create a safe, stable, sustainable environment for those connected to LPL Construction Services.