

SES – Our Commitment

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We make it our priority to ensure that our rapid growth is properly and sustainably managed, and that our Employee's are fully up to date on company policies and procedures.

To achieve the best results all employee's are aware of the way in which we work, the behaviours and attitudes that we bring to the job and the impact our ability has to achieve our goals.

As an organisation we believe in the importance of adhering to our values and aiming to make SES Ltd an empowering and inspirational place to work.

Corporate Social Responsibility

Our People

- Our staff are our most valuable asset and we give full priority to their welfare, health and safety.
- We respect our people's diverse backgrounds, experience and approaches.
- We support ideas and encourage development.
- We involve everyone in all matters that affect them.
- We provide equal opportunities to all existing and prospective employees recognising that our reputation is dependant on the quality, effectiveness, and skill base of our employees.
- We are committed to the fair and equitable treatment of all our employees and specifically to prohibit discrimination on the grounds of any protected characteristics, as defined by the Equality Act 2010.
- Opportunities are available to disabled persons in accordance with their abilities and aptitudes on equal terms with other employees.

Our Business

- We are committed to ensuring that our business is conducted in all respects according to the highest ethical and professional standards, taking into account legislation and customs in the countries and regions we operate in.
- We offer Best Value and discourage processes that do not add worth to a project.
- We focus on finding solutions and avoid hidden agendas.
- We promote a positive, energising, optimistic and enjoyable environment.
- We will personally commit to continuous improvement and are open to change.

Our Customers

- We deliver quality and excellent workmanship.
- We keep our promises and commitments made to others.
- We will strive to earn a reputation for integrity, demonstrating the highest standards of personal and professional ethics, always being open and honest and taking responsibility for our actions.
- We will try to exceed our customer expectations every time.

Our Environment

- We take responsibility for the community we work in.
- We endorse a caring attitude towards the environment and the world we live in.
- We are committed to understanding, managing and reducing the environmental impact of our activities through the prevention of pollution, minimizing waste, and good environmental management practices.
- We are committed to conducting our activities and operations in line with current legislation and best environmental practice seeking continual improvement and innovation within all of our activities.

Freedom of Association and Right to Collective Bargaining -

The company shall respect the right to form and join trade unions and bargain collectively.

Discrimination -

The company shall not permit discrimination based on Age, Disability, Gender Reassignment, Marriage and Civil Partnerships, Pregnancy and Maternity, Race, Religion or Belief, Sex or Sexual Orientation. The company will not tolerate sexual harassment. See separate Policy PHR16 for more information.

Discipline -

The company shall not engage in or support the use of physical punishment, mental, or verbal abuse. The company shall not support arbitrary pay deductions or threats of dismissal or personal harm.

Working Hours -

The company shall act in accordance with the applicable law with employees required to work no more than 48 hours per week, unless they sign the applicable 48hr opt out form each year. Overtime work should not exceed 12 hours per week. Overtime work should be voluntary and should be paid at a premium rate. The company will provide at least one day off every 6 consecutive working days, with some exceptions for all employees.

Compensation -

The company shall ensure that wages paid for a standard work week must meet the legal and industry standards and be sufficient to meet the basic needs of workers and their families. Deductions from wages must not be made for disciplinary purposes

Management Systems -

Social Accountability shall be integrated into our management systems;

The company shall ensure that its policy for social accountability complies with SA 8000 and other applicable law and international requirements;

The company HSE & Quality Manager shall ensure the requirements of SA 8000 are in place, and periodically review operations to ensure requirements are met;

The company shall ensure the requirements of SA 8000 are implemented and understood at all levels within the organization;

The company shall put in place appropriate policies and procedures to meet the requirements of SA 8000 and maintain appropriate records;

The company shall investigate and respond to concerns of employees or interested parties and take necessary action to correct any non-compliance with the requirements of SA 8000.

- Transport -
 - SES accepts that motor vehicles are responsible for significant emissions to the atmosphere and by reducing distances travelled, we can benefit the environment and the health of our staff and the general public. Our policy is to purchase and operate energy efficient vehicles with the aim of achieving a green fleet operation.
- Suppliers / Sub-Contractors
 - We regard suppliers and Sub-Contractors as our partners and work with them to achieve our aspirations in the delivery of products and services. SES is committed to working with its suppliers to understand where products are sourced and ensure that the principals of environmental sustainability are upheld.

Our Community

We endeavour to contribute to the communities in which we operate, particularly those neighbouring our premises, through the support of community initiatives and local charities. SES assists in programmes, which address the needs of their local community alongside the contributions that SES makes annually to its partner charities.

Health and Safety

Health, Safety, Environmental & Quality considerations are paramount in our project planning and performance, and form the foundation of our business operations from basic administration to complex field work on our construction sites.

Since our inception in 2004, SES Ltd has viewed Health, Safety, Environment and Quality as being of the utmost importance. We currently have several dedicated HSEQ resources as part of our team, and we strongly believe in taking responsibility for the welfare of our employees, the community we live in, and the environment we work in. Indeed, the level of systems and processes we have in place, combined with our approach and attitude, surpass that of many larger and older organisations.

The key aim of HSEQ at SES Ltd is to integrate Health, Safety and the protection of the Environment into the management of all our activities and projects, and to produce a positive culture where safe systems of work are put in place and maintained. By designing in HSEQ, we positively influence the planning and management of our projects from the very start, and make it possible to identify and properly control risks to our people and the environment. We constantly strive to direct energy to where it can do the most good in terms of complying with government legislation and customer requirements.

We believe in the importance of constant investment in our team's professional development through a wide variety of training courses, and have designed an Integrated Management System that employees can utilise on site to access management tools, relevant legislation, procedures and site documents. Our excellent reputation for Health and Safety is reflected in our treble gold award-winning RoSPA status as well as our registration with Achilles UVDB and our CHAS accreditation. Additionally, we are working towards an ISO 9001, ISO 14001 and OHSAS 18001 integrated accreditation.

Integrated Management System

We take pride in our Integrated Management System which we have developed ourselves, writing all our own policies and procedures in line with current legislation as well as our own standards and objectives.

SES Ltd operates an Integrated Management System, designed to enable us to obtain accreditation for Quality (ISO 9001), Environment (ISO 14001) and Health and Safety (OHSAS 18001).

Our Integrated Management System provides us with a clear picture of all aspects of our organisation, how they affect each other and their associated risks. It also means less duplication and makes it easier to adopt new systems and procedures in the future.

The effectiveness of any organisation's Safety, Environmental and Quality Management Systems is a major indicator of its ability to manage change and secure a viable future, and we believe that our integrated approach lies at the heart of the rapid yet sustainable growth of our business, and gives us an edge over our competitors.

Mission and Vision Statements

Mission Statement *what we intend to become -*

Our mission is to provide exceptional services to the Power Industry. We are committed to providing the highest level of professionalism, service and quality of workmanship. Our pledge is to establish lasting relationships with our clients by always exceeding their expectations.

SES recognises its corporate and social responsibilities to its Shareholders, customers, suppliers, employees and other stakeholders and is committed to conducting business in a manner which achieves sustainable growth whilst fulfilling legal and moral obligations.

We aim to achieve our business objectives in a caring and responsible manner recognising the economic, social and environmental impacts of our activities.

Vision Statement *how we are seen externally -*

To establish SES Ltd as the leader in its field, by adopting the following principles:

- Providing a first class service to all our clients
- Being responsive and proactive to industry changes
- Having an excellent Health, Safety and Environmental record
- Being Profitable and growing responsibly
- Encouraging career progression and training for all staff

Social Accountability

Our policy, which is in line with the requirements of the SA 8000 Code of Practice, consists of the following nine elements:

Child Labour -

The company shall not hire workers under the age of 15. The Company shall not employ "young workers" during school hours.

Forced Labour -

The company shall not support the use of forced labour.

Health and Safety -

The company shall provide a safe and healthy work environment and take adequate steps to prevent accidents and/or injuries. The company shall provide regular health and safety worker training, establish systems to detect threats to health and safety, and provide access to clean and sanitary facilities and drinkable water.