



NIS

integrated engineering



The NIS Corporate Social Responsibility Committee

NIS Ltd Corporate Social Responsibility Plan

2010/11

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Introduction

NIS has a strong commitment to Corporate Social Responsibility and the Socioeconomic environment of the communities in which it operates. We recognise and fully support the NDAs Socioeconomic Vision **“To support the creation of dynamic, sustainable local economies for communities living near our sites”** and can demonstrate both our commitment, and our targeted and sustained improvements, through the implementation of our CSR Policy and our Socioeconomic plan.

This documents sets out our CSR Policy, discusses the progress we have made in the previous year 2009/2010, and finally it highlights the achievements we have made during the current year (up to the end of January 2011)

Our plan is a live and continually evolving process, with this document being updated on a monthly basis following the regular CSR committee meeting.

CSR Policy

NIS takes their responsibilities to the environment and to their employees, and the communities in which they live and work, extremely seriously.

Although the Managing Director is responsible for the implementation of our CSR policy, and commits to make the necessary resources available to ensure we realise our corporate responsibilities in a targeted and measurable manner, we acknowledge that this is a shared responsibility and involves employees at all levels of the organisation.

An annual Socioeconomic plan is produced in order to define our goals and a CSR committee meets monthly to measure our performance and progress against each of the following;

Our Communities

NIS work in many different industry sectors in vastly differing areas of the UK. We recognise our responsibility to the communities that we operate in and ensure that we build relationships within the communities and contribute to their socioeconomic growth where possible. We source local labour wherever practicable and encourage our employees to always consider the needs of others and support local good causes through active involvement or charitable donations.

Our Environment

In alignment with our Environmental Policy we will continually strive to reduce our impact on the environment, to protect our natural resources and to ensure that environmental considerations are paramount in all of our actions.

Our People

Our aim is to be the employer of choice within the communities in which we operate. To do this we will recognise all of our employees as individuals; treat them with respect and ensure they have a safe and rewarding working environment. We will provide competent management, whose actions are just, ethical and supportive of employees' family obligations, and finally promote a workplace where achievements are recognised and rewarded, and communications are inclusive.

Our Industries

In order for the industries that we serve to thrive, they must be supported by suitably qualified and experienced individuals whose knowledge of technologies is continually refreshed. We will actively encourage membership of professional institutions, foster and share innovation, and support relevant skills development programmes that are critical to the long term sustainability of our industry sectors.

CSR Summary of progress 2009/2010

Our Communities

Working across so many diverse industries sees NIS touching many different communities, but again we recognise that for the communities surrounding nuclear sites we have a responsibility to ensure that we contribute to economic growth wherever possible and also do what we can to build our relationship with the community to ensure our presence has an enhancing, rather than detrimental, effect.



Painting Seascale primary school

Although we've retained premises in West Cumbria since 2006, it is only since October 2008 that we have had a permanent base through the employment of a local manager to oversee our Nuclear Business. Since this time we have become members of the West Cumbria Business Cluster, the Cumbria Chamber of Commerce and have also targeted our employee community involvement campaign to ensure it contributes positively to the Copeland Community.

In January The NIS group utilised a team of 10 employees, from many differing levels of the organisation, to go into a local school, Seascale Primary, and paint the classrooms and corridors. This saved the school in excess of £2000, and also gave employees who are usually based at our Chorley premises the opportunity to see and engage with the community which they serve.

We also made the decision not to send corporate Christmas Cards to the Sellafield community; instead we sent electronic notification of our charitable contribution to the West Cumbria Hospice at Home. This aligns completely with our commitment to other Hospice organisations. Derian House is a children's Hospice located just minutes away from our premises in Chorley, although based in Lancashire the hospice serves many areas of the North West, including Cumbria. In addition to the charitable donation that we made to them, again in lieu of corporate Christmas gifts, we also offer the support of some of our specialist skills, i.e. Public Relations, on a voluntary basis to assist the appeals office in raising the vital funds they need to continue their valuable work.

Our Environment

Again since the employment of West Cumbrian employees we have significantly increased our focus on the West Cumbrian Environment. We have launched a programme to support local schools in their campaign to get more children walking to school. This not only assists with the reduction of carbon footprint but also completely aligns with our safety culture, to reduce risk wherever possible. We have provided high visibility safety equipment to one local school to ensure the participants of the walking bus scheme are protected, and intend to roll this out to more primary schools across the Copeland area as the year progresses.

Environmental Management Plans are routinely produced for all projects, and these will be used to ensure that whatever activities we carry out on the Sellafield Site will be conducted to the best possible environmental standards. We advocate stringent adherence to the deployment of the Waste Hierarchy, Reduce, Reuse, Recycle, and support initiatives such as "Recycling Lives" which is a charitable residential programme that transforms the lives of homeless and socially disadvantaged people through the generation of funds from metal recycling.

Our People

It is only “our people” who can make all of the above initiatives a success. Our CSR policy is inclusive and touches all employees at NIS. All of our employees have a safe and rewarding working environment and we ensure that they are adequately equipped, in terms of skills, to reach their full potential.

The changing demands of the nuclear industry are reflected in the changing skills required to carry out the work. We ensure our employees skill-base is continually refreshed, and commit to use local training providers for the provision of Nuclear Training needs. We welcome the arrival of the National skills academy, Nuclear, and we are proud to be active associate members.

Our organisation goal is to expand our operations in West Cumbria, and increase the number of employees in our Westlakes office, by the application of our policy objective to become the “employer of choice” for our discipline we aim to create assets in the area.

We will engage with the NDA staff on site and work to strengthen our relationship so that our people can help in the most appropriate way to strengthen relationships with the local area, Western Lakes, Copeland and the Cumbria region overall.

We will also continue to engage with local communities and will promote and help diversification of the local supply chain.

Our Industries

NIS work across a broad spectrum of industry, but recognise that the Nuclear sector has specific needs in terms of generating and sustaining stakeholder confidence in order to instil public confidence for what has often been a maligned industry.



Not only is this essential as we make further progress on the decommissioning of the nuclear legacy, but it is imperative if we are to sustain the momentum growing for the long awaited nuclear renaissance.

NIS are extremely proactive in the promotion of the Nuclear Industry: We are active members of the Nuclear Industries Association, regularly attending their Decommissioning Working Groups and other specialist events, and also corporate members of the Nuclear Institute, ensuring we show support by taking tables at all of the annual dinners held in the regions in which we operate. We will join with the NDA and other stakeholders to support the engagement process with the local community, including establishing local working groups and participating in public meetings as necessary.

We have also participated in the Foreign Commonwealth Office working group, established to identify issues and discuss solutions to the Threats and Opportunities presented by the new Nuclear Build Programme.

Nuclear Safety is the underpinning factor to all future activities in the nuclear industry and we recognise that all of the work that we do can influence the nuclear safety of the sites which we serve. NIS are active members of the Sellafield Ltd Nuclear Decommissioning and Major Projects Group, Supply Chain WANO coalition, and believe that the sharing of best practice and development of specific objectives and standards which this group strive to implement, has contributed significantly in raising our organisations awareness and standards of nuclear safety performance.

Socioeconomic plan for 2010/2011

We recognise and fully support the NDA's Socioeconomic Vision "To support the creation of dynamic, sustainable local economies for communities living near our sites" and can demonstrate our commitment through the implementation of our CSR Policy and through our Socioeconomic plan.

Regular local stakeholder engagement

Target outcome

Active participation in established local working groups to support stakeholder involvement and enhance levels of understanding

Socioeconomic benefit

Feedback from local stakeholders can lead to improvements in the local community

Interaction with Peers leads to sharing of best practice, enhancing local communities, and ensuring their nuclear safety

Progress 2010/11

- ▶ Participated in the FCO working group, established to identify issues and discuss solutions to the Threats and Opportunities presented by the new Nuclear Build Programme.
- ▶ Continued active membership of Sellafield Supply Chain coalition
- ▶ Continued active membership of Sellafield Supply Chain Improvement Forum
- ▶ Committee member contributing to NWDA Nuclear Master Plan
- ▶ Continued active membership of Britain's Energy Coast Business Cluster
- ▶ Continued active membership of Cheshire & Warrington Economic Forum





STEM ambassadors at a 'Meet the Engineer' event

Community volunteering

Target outcome

Raise the profile of NIS within the local community and provide support that may otherwise be too costly for many.

Socioeconomic benefit

Local organisations benefit from additional resource

Volunteers from NIS and the local community are encouraged to further their contribution to volunteering activities outside of work time



Delivering leaflets for Derian House

Progress 2010/11

- ▶ Provided volunteers to support Derian House fund raising efforts including delivering leaflets and providing admin support for annual corporate lunch.
- ▶ Successfully trained 12 new STEM ambassadors, providing active support to STEM activities across Lancashire and Cumbria. 6 events supported to date.

Further Planned Activity 2010/11

Provide further volunteers to favoured charities in support of fund-raising activities

Environmental volunteering

Target outcome

Benefit the local community by involvement in environmentally based work

Socioeconomic benefit

Enhancement of the local environment



Progress 2010/11

- ▶ Continued support as a corporate partner to Recycling Lives. This charity helps homeless people by diverting proceeds from recycling materials to support housing and employment schemes

Local sponsorship and donations

Target outcome

Community benefits positively from schemes that improve the socioeconomic outlook.

Socioeconomic benefit

Local community groups encouraged and developed.

Interest in various activities fostered and improved communication with the community



Progress 2010/11

- ▶ Financial support totalling £1000 to our 3 favoured charities. Derian House, providing hospice care for children from across Lancashire and Cumbria, West Cumbria Hospice at Home and Naomi house, a children's hospice serving the Berkshire community
- ▶ Purchased camping equipment for local Brownie Pack, which is led by NIS employee
- ▶ Introduced Employee sponsorship match funding scheme
- ▶ Corporate sponsorship of West Cumbrian based Gosforth-Greengarth Rugby Club
- ▶ Annual Dinner Dance and Charity Auction, held at Hunday Manor with all proceeds going to West Cumbria Hospice at Home. Raised over £2500

Training and development of staff and Industry



Target outcome

Appropriate for NIS needs

Appropriate for individuals

Socioeconomic benefit

Long term value for the local community should the employee leave NIS employ.

Benefits directed through community volunteering

Progress 2010/11

- ▶ Instigated Investor in People application
- ▶ Procured HR software enabling enhanced management of training and development
- ▶ Successfully completed the following training courses
 - NVQ Level 2 Team leading – All workshop supervisors
 - NVQ Level 2 Business Improvement Techniques – 9 employees cross discipline
 - NVQ Level 3 Business Improvement Techniques 3 employees – cross discipline
 - APM – Level D – All Project Managers
 - Award for Nuclear Industry Awareness 2 x employees
 - 17th Edition Regulations – All relevant employees
- ▶ Introduced new Apprentice and Graduate recruitment schemes – Currently employing 4 x graduate engineers, 6 trade apprentices and 1 business admin apprentice
- ▶ National Skills Academy for Nuclear using NIS as 2011 Case Study employer.

Further Planned Activity 2010/11

Further cohort to undertake NVQs in Team Leading and Business Improvement Techniques

Complementary on-site training scheme under development for trade apprentices

