



Phillips Joinery Limited

Joinery Manufacturers

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CORPORATE SOCIAL RESPONSIBILITY POLICY

Phillips Joinery CSR Statement

Phillips Joinery recognises its corporate and social responsibilities to its employees, suppliers, customers and other stakeholders and is committed to conducting business in an ethical, transparent and sustainable manner.

With an ever-increasing focus on social value, particularly within public sector procurement and as driven by our clients, we have developed a social value plan, based around 6 key pillars (Apprenticeships, Training & Development, Work Experience, Community Engagement and Fundraising and Environmental Considerations)

These pillars seek to support our people, our clients, our local communities and this approach underpins our vision to be recognised as a socially responsible leader within our trade.

Our aim is to continually review, measure and improve our performance against our key pillars and we will seek to work collaboratively with other stakeholders to raise awareness and bring about further improvements across the wider industry.

Apprenticeships: -

Since 1991, an average of two apprentice joiners per year have served their time with Phillips Joinery Of these apprentices, 9 joiners are still with us today. We are passionate about bringing through the next generation of Joiners to address the current needs and skills gap within the industry.

We work closely with our clients to support their targets against this key area. We recruit new joiners from the areas and communities that we operate within. This recruitment is usually done in conjunction with clients, local job centres and colleges to ensure we reach the widest possible audience.

Our aim is to employ a minimum of 2 new apprentices each year and place them in the local college.

Training & Development :-

At Phillips Joinery we pride ourselves on the quality of our people, their loyalty and invest significant time and money in their development. Each of our employees has annual performance reviews to identify current and future training needs and map out steps to support future progression.

We have established links with local colleges, including Buxton and Leek college and Derby and Burton College.

Academic training is also supplemented with training in first aid, mental health, supervision and management (SSSTS & SMSTS).

We have invested significant funds up skilling our teams to become SSIP accredited installers.

We undertake regular toolbox talks with our teams where feedback is sought to identify future training needs.

Work Experience :-

We actively engage with local schools and colleges to support short term placements and facilitate opportunities.

Supporting the local Community and Fundraising

Longford Church is a beautiful church in the village of Longford in between Ashbourne and Derby in the Derbyshire countryside.

Phillips Joinery have volunteered towards fundraising and making improvements to the grounds in the Churchyard to enable easier access for the local community.

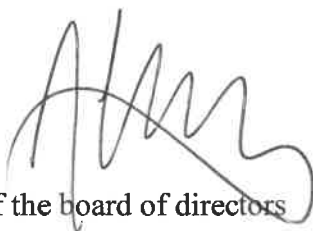
Environmental Considerations:

As a business, we seek to minimise the environmental impact of our activities through various measures including;

Seeking to reduce our waste through the reuse, recycling and responsible disposal of our materials, working collaboratively with our clients and feeding into project waste and material management plans. Sourcing materials from sustainable sources and undertaking appropriate due diligence on our Supply Chain.

Our CSR strategy is led by our Financial Director Andy Phillips and our progress against the overarching strategy, including ongoing project performances are reviewed regularly with the Senior Management team.

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Signed:
On behalf of the board of directors

Date: March 2025



Directors: M. P. C. Phillips (Managing) A. N. Phillips B.A.(Hons) H. Stubbs Company Secretary: A. N. Phillips B.A.(Hons)

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