
Corporate Social Responsibility Policy

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Introduction

Corporate Social Responsibility (CSR) refers to the way in which businesses regulate themselves to ensure that their activities positively affect society as a whole. CSR policies aim to guarantee that companies work ethically, considering human rights as well as the social, economic and environmental impacts of what they do as a business. Businesses should meet, and aim to exceed, any relevant legislation, and if legislation does not exist in a particular area, the company should ensure they carry out best practices anyway.

Weber Industries are committed to ensuring that any business undertakings are conducted as ethically as possible by implementing this policy.

About our business

Weber Industries is a bespoke fabrication and design consultancy studio based in south-east London. We pride ourselves on delivering exceptional craftsmanship and innovative designs to our clients: from residential interiors and modular architecture to unique objects for creative and commercial settings. The studio was founded in 2012 by Gavin Weber and has grown to a core team of sixteen employees, plus a network of freelancers.

Our team mission is defined in three key words: creativity, collaboration and community. Our interdisciplinary team works collaboratively to deliver a diverse range of technically challenging projects to an exceptionally high standard. We promote a mindful approach to work: mitigating risk, maximising efficiency, and minimising wastage. We strive to make a positive impact as part of a creative community, extending out from our team to our neighbourhood and wider networks.

As a company, we make the following commitments to nurture good business practice:

- Monitor and assess our strengths and weaknesses at every level of the company



Bespoke fabrication &
design consultancy studio

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Registered in England & Wales
Company No. 8277014

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- Actively invest in research and development to support sustainable growth
 - Remain open to feedback and listen carefully to ideas shared by our team, clients and collaborators
 - Endeavour to continuously improve the way we operate

Looking after our team

We are committed to fostering a collaborative and inclusive work environment where each person is valued for the unique skills and experience they bring to our diverse team. The safety and wellbeing of our team is a priority for the company, as evidenced in our commitment to:

- Act in accordance with the latest employment legislation, through the procedures laid out in the HR Handbook and additional policies including Equal Opportunities Policy, Equality, Diversity and Inclusion Policy, and Modern Slavery Policy
- Uphold excellent standards of health and safety, as outlined in our Health and Safety Management System
- Support the personal growth and professional development of all our employees through a regular system of appraisal and training opportunities
- Maintain clear and transparent communications with our team, with an open-door policy up to the highest levels of management for anyone wishing to offer feedback, ask questions or raise concerns
- Ensure clear lines of management, with the support of expert external consultants for HR (Breedon) and Health and Safety (IMG)
- Invest in technology, equipment and studio developments that improve working conditions
- Make opportunities available for the team to access studio equipment for personal projects
- Act on team feedback and support team initiatives
- Promote a positive workplace through regular social activities, including our monthly Gratitude and Positivity Award
- Pay all workers above the London Living Wage
- Support mental health and wellbeing with a dedicated Mental Health Workplace First Responder

Looking after our clients

A core principle of Weber Industries is to work with our clients as collaborators: working together as a project team to find creative solutions and deliver works of the highest quality on time and within budget. Client satisfaction is a priority for the company, as evidenced in our commitment to:

- Take an honest and open approach to client communications, from tender to project handover
- Respond creatively to client briefs with the aim of developing efficient and economic solutions
- Approach the value engineering process in terms of both cost savings and value added – including social value
- Ensure the quality of all materials and services that we engage to deliver a project



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- Uphold the highest standards of health and safety, as outlined in our Health and Safety Management System, including our responsibilities under building regulations, CDM, and all other relevant legislation

Maintaining standards in our supply chain

Weber Industries values craft and quality. We are proud to have developed an extensive network of suppliers and subcontractors, and these regular collaborators are key to the success of our projects. We are committed to upholding the highest standards in our supply chain, as evidenced in our commitment to:

- Act in accordance with our Procurement Policy and Health and Safety Management System
- Implementing approval systems for subcontractors to ensure legal compliance, including monitoring the quality of works undertaken
- Implementing systems to ensure traceability in accordance with UKCA
- Prioritising local suppliers and subcontractors where possible
- Assessing the social value of suppliers and subcontractors as part of the procurement process
- Ensuing clear and open communication with our suppliers and subcontractors
- Making timely payment to all suppliers and subcontractors
- Implementing internal systems to facilitate analysis of supply chain expenditure and carbon emissions

Protecting the Environment

Weber Industries considers protecting the environment equal to other management functions. As outlined in our Environmental Policy, we take steps both internally and externally to show our commitment to reducing our environmental impact.

We will ensure that our employees, agents and subcontractors take action to:

- Prevent the release of pollutants that can cause environmental damage to air, water and land
- Reduce waste and commit to reuse or recycle wherever possible
- Use only waste management licensed sites and service providers for disposal purposes
- Conserve energy by switching off lights and electrical equipment when not in use, and managing heating/cooling systems appropriately
- Avoid water wastage wherever possible
- Ensure that all chemicals/substances are used, stored and disposed of safely
- Recognise special areas of conservation and take appropriate action in the planning and undertaking of works
- Inform all stakeholders on matters relevant to the environment

As a company, we make further commitments to:

- Evaluate the environmental impact of potential projects and work with our clients and suppliers to minimise emissions and waste generated by the works we undertake
- Evaluate the environmental impact of any new materials, products or services that we procure



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- Invest in technology, equipment and studio developments that reduce our environmental impact
- Substitute substances that are harmful to the environment with those that have less of an impact wherever possible
- Minimise emissions from freight and transport wherever possible
- Work with suppliers and subcontractors who are equally as committed to reducing their environmental impact
- Involve our team in the implementation of this policy, for greater commitment and improved performance
- Engage in training and development to deepen our understanding of ways to reduce our environmental impact
- Keep up to date with changes in environmental law and ensure we are fully compliant with our duties

Community Engagement

Weber Industries has a long-standing commitment to community engagement. As part of south-east London's vibrant creative community, we have contributed to local social initiatives and supported the realisation of some important community projects. We make a commitment to:

- Engage with issues arising in our local community and take up opportunities to create positive change
- Support initiatives that widen participation in our industry, such as hosting work experience, studio visits, talks and workshops
- Contribute to our local community through volunteering, social enterprise, and donations (for example, of left-over material)
- Prioritise projects with social value, including those designed for community use, that contribute towards placemaking, or enrich local culture
- Create employment opportunities within our local community
- Create opportunities for local businesses and subcontractors in our supply chain
- Offer Safeguarding training for our team to support their engagement with young people

Monitoring and improvement

We will continually improve and monitor our performance with respect to corporate social responsibility.

This policy will be reviewed on an annual basis by management to assess our achievements and identify areas for improvement. A Policy Report will be communicated to the team for feedback, before the updated policy is published.

Our policies are verified annually as part of our SafeContractor SSIP accreditation—demonstrating best practice with respect to sustainability and health and safety.



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