



**SA
SAFETY**

CORPORATE SOCIAL RESPONSIBILITY

Our greatest asset is our people



INTRODUCTION

SA Safety Limited is a values-based organisation, whose mission is to create a safer work environment for our customers by the continuous investment in our people and the development of safety led solutions delivered with quality and passion

Our greatest asset is our people

We aim to deliver and support growth with passion and professionalism; creating a future for our business, those who work for us and those around us, where everyone involved with the growth of our business has the chance of a better quality of life, through new skills, investment and opportunity.

Our team influences, trains, explores and advises to deliver maximum benefit for both clients and those who work with us.



CORE VALUES



To create a safer work environment for our customers by the continuous investment in our people and the development of safety lead solutions delivered with quality and passion.

Our greatest asset is our people

Passion



Our people are determined, committed and fun to do business with.

Professionalism



By investing in our people, we operate based on our training and industrial services teams being highly qualified, professional and adding value to the programmes we deliver to our customers.

Leadership



Through our people we strengthen our role as a provider of specialist training and industrial services solutions with the courage to shape a safer workplace for industry.

Quality



With our passionate and professional people, we can respond to our clients' needs by adding qualitative value to our service; what we do, we do well.

Innovation & Continuous Learning



Embracing innovative solutions for the enhancement of our services in the pursuit of growth and learning advancement within industry.

Collaboration



Harnessing opportunities to meet, communicate, collaborate, and partner within the training and industrial services business community for mutual growth.

www.sasafety.co.uk



SUSTAINABILITY

We are committed to contributing to a more sustainable society and to continually improve the positive impacts we make. We recognise the contribution we can make to increasing social value through our own direct impact.

Our Trusted Supply Chain

We use our purchasing power to support, influence and secure social value from our suppliers taking into account our five key social value objectives, namely: promote employment and economic sustainability; promote equity and fairness and raise the living standards of local residents; build capacity and sustainability of the voluntary and community sectors and promote environmental sustainability. This forms part of our evaluation process.

Our Environmental Impact

We have identified the key aspects where we have a negative impact on the environment, namely: heating and cooling, travel to clients, IT and paper; and we have a policy and systems in place to manage and reduce these impacts.



**The calculated footprint of SA Safety for the
2022-2023 period is
35.3 tonnes CO2e**

In order to offset these emissions, SA Safety has elected to partner with Creating Tomorrow's Forests and plant **142 trees**, which will absorb this amount of carbon at an estimated rate of 0.25 tonnes over 30 years.



Creating Tomorrow's Forests works with businesses to help them achieve sustainability and ESG goals by planting trees and creating habitats in the UK. They focus on increasing biodiversity and creating thriving ecosystems that will endure for the long-term, providing a more holistic service which helps businesses become nature-positive, as well as addressing climate change goals. Creating Tomorrow's Forests has a rigorous biodiversity monitoring protocol to assess the impact of their afforestation and habitat restoration works, and they assess a suite of other ecosystem services such as water quality and water management. They also prioritise education and access as part of their work and develop detailed social impact strategies to ensure that their projects have a beneficial social legacy.

SA Safety has assessed and offset their emissions for the 2022 – 2023 period as part of a broader initiative to compile a comprehensive net-zero strategy. This will address the current carbon dioxide emissions footprint and work towards reducing their footprint and then mitigating for any residual emissions. The net-zero strategy will form part of a broader sustainability programme looking at all aspects of business operations and their social and environmental impact

SHARING OUR SUCCESS

SA Safety strongly believes in using the success of the business to invest in the support of others who need a helping hand.

The Re-Training and Employment of Armed Forces Veterans



The Royal Marines Charity work with all compulsory discharged Royal Marine service leavers, veterans and spouses. They support them into meaningful and rewarding employment through bespoke careers advice and guidance, sourcing of employment opportunities and funding for training, qualifications and equipment.

SA Safety is proud to support them in their work by offering service leavers City and Guilds confined space and rescue training followed by the opportunity to work with us as a member of one of our industrial rescue teams.

SA Safety proudly partner with www.Troopr.co.uk to advertise any work opportunities within the business.



Troopr is a platform transforming the way that military people, veterans and their families connect with supportive organisations and the opportunities they offer.

Charitable Support

We currently support two charities close to the hearts of the team at SA Safety Limited:-



The Royal Marines Charity

Offering a range of assistance aimed at serving and former Royal Marines and their dependents. This includes mental health support, respite breaks, grants to help with financial difficulty and getting about inside and outside the home.



Everything Ellie

Providing short term respite to young people with life threatening or life limiting illnesses and to the families who are affected by the impact of terminal illness.

Sponsorship of Community Rugby Clubs

SA Safety is currently a platinum sponsorship partner for Newton Abbot RFC and club sponsor for Devonport Services RFC, promoting grass roots volunteer led community rugby clubs, enabling them to operate for the good of their community.

Our Managing Director is also the Volunteer Chairman of Newton Abbot RFC.



**NEWTON ABBOT
RFC**

www.narfc.co.uk



www.devonportservicesrfc.com



MAKING A POSITIVE DIFFERENCE

We can make a positive difference through the services we provide and the way we work by ensuring we continually review how we can make improvements to the Social Value we create with those we support.

This includes supporting:

- People to enter or return to the labour market after periods of exclusion
- People who require re-training following a career in military and public service
- People to realise their potential in higher paid roles by increasing their skills.
- Working with other businesses to support their growth and development, creating prospects in good companies
- Buying locally wherever possible
- Recruiting from local or excluded communities

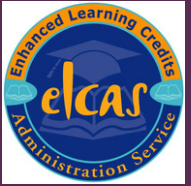
In order for us to realise these commitments, social value is a key subject discussed and reviewed by the senior leadership team of the company. This feeds into our planning processes and ultimately the Business Plan. These discussions act as a central point bringing together relevant work streams from HR, marketing and communications, employee consultation, organisational development and the senior leadership team.

To realise our Social Value objectives we recognise the need for and are committed to communicating these objectives to our suppliers, potential and existing employees, customers and wider stakeholders. This is achieved via our communication channels including the Business Plan, newsletters, team briefings, staff induction processes and stakeholder engagement.

This policy and the actions arising from it will be annually reviewed as part of the business planning process.



SA SAFETY



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