

Corporate Social Responsibility Policy

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Document owner / signatory	Director, PWR People Ltd
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Company	PWR People Ltd (Company No. 17448327), 2nd Floor College House, 17 King Edwards Road, Ruislip, London, HA4 7AE

Our whole reason for existing — staffing the clean-energy transition — is a social-value mission. This policy sets out how PWR People Ltd behaves responsibly as an employer, supplier and community participant, and how we create measurable social value.

1. Purpose and scope

This policy covers PWR People Ltd's environmental, social and governance (ESG) conduct and applies to all staff, associates and suppliers.

2. Social value and public-sector alignment

We support the aims of the Social Value Model (PPN 06/20) and the Procurement Act 2023 objectives, and we can evidence social value on relevant contracts, particularly in creating employment and skills opportunities in clean energy.

3. A just transition and skills

We are committed to a just transition: helping workers from declining high-carbon industries, ex-military personnel and career changers retrain and move into wind and solar careers. We actively support apprenticeship and entry-level pathways and share careers information openly to widen access to the sector.

4. People and ethics

We treat candidates, workers and clients fairly and with respect; comply with the Equality Act 2010; reject modern slavery, bribery and any form of exploitation; pay suppliers promptly; and never charge fees to candidates.

5. Environment

We support the UK net-zero target and minimise our own environmental footprint as set out in our Environment Policy (PWR-POL-005).

6. Community

We share renewables market and careers insight to help people enter and progress in the sector, support relevant industry and community initiatives as capacity allows, and give preference to local labour where a client project has community-benefit commitments.

7. Responsibilities, implementation and KPIs

The Director is accountable for this policy. Key performance indicators, reported annually:

- Number of candidates placed from career-changer, ex-military or under-represented backgrounds.
- Apprenticeship and entry-level placements supported.
- Social-value commitments made on contracts and the proportion delivered.
- Supplier payment performance (target: all undisputed invoices paid within 30 days).

8. Raising concerns

Concerns or suggestions relating to this policy should be raised with the Director.

9. Review

This policy is reviewed annually by the Director; next review September 2027.