



Corporate Social Responsibility Annual Plan

NSG 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 Socio Economic plan is produced in order to define our goals and a CSR committee meets quarterly to measure our performance and progress against each of the following;

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 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 Community

NSG works in many different sites in 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 socio economic 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 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.

We recognise and fully support the NDA's Socio Economic 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 Socio Economic plan.

Socio Economic Plan for 2009/2010

Regular local stakeholder engagement	Active participation in established local working groups to support stakeholder involvement and enhance levels of understanding	Feedback from local stakeholders can lead to improvements in the local community
Community volunteering	Raise the profile of NSG within the local community and provide support that may otherwise be too costly for many	Local organisations benefit from additional resource Volunteers from NSG and the local community are encouraged to further their contribution to volunteering activities outside of work time
Environmental volunteering	Benefit the local community by involvement in environmentally based work	Enhancement of the local environment
Local sponsorship and donations	Community benefits positively from schemes that improve the socio economic outlook	Local community groups encouraged and developed. Interest in various activities fostered and improved communication with the community
Training and development of staff	Appropriate for NSG needs Appropriate for individuals	Long term value for the local community should the employee leave NSG employ. Benefits directed through community volunteering

This plan is live and will be developed as our involvement with the community matures. Our vision and current experience is discussed below;

Our Industries

NSG 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.

NSG 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.

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. NSG are active members of the 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.

Our Communities

Working across so many diverse locations sees NSG 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.

In January 2009, NSG and their sister company NIS Ltd 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.

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, ie 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

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 NSG. 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 currently completing the application process to become an associate member.

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 high value employment opportunities by developing our business and industry 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.