



## **NSI GROUP: CSR Policy**

NSI Group Limited is one of the largest subcontract manufacturing companies in the UK. Operating from our modern 2.5 acre site in Nuneaton, Warwickshire, NSI was founded on the principles of continual investment in the latest manufacturing technology and techniques for the benefit of our customers. From one off prototypes to high volume production, we offer our customers a quality, cost effective solution to all of their requirements.

### **Corporate Social Responsibility**

NSI GROUP's CSR values are at the very core in the way we run our business, guiding and influencing our decisions ensuring we engage in activities that are both moral and ethical to our local communities and businesses.

### **CSR Organisation and Governance**

Our team will ensure standards are maintained, help to sustain any initiatives, supporting and guiding legislative and morale decisions whilst ensuring that targets are achieved.

### **We are committed to**

- Continuous improvement in Corporate and Social Responsibility (CSR)
- Acting in a socially responsible way
- Continually improving our performance and meeting all relevant legislation
- Encouraging our staff to be mindful of the effect of their actions on any natural resource

### **Purpose and Aims**

The CSR policy applies throughout all of the NSI GROUP and governs our approach to all our activities. In implementing this policy we aim to:

- Be responsible
- Ensure our customers align to our CSR Values
- Improve and sustain employee wellbeing
- Reduce our carbon footprint
- Support our local communities



## **Standards of business conduct**

- We recognise that good CSR embraces all aspects of sustainable development and the way we affect people through our business operations
- We will assess which social issues are of most relevance to the work we undertake and decide at what stage in the lifecycle this social policy could most effectively and legally be included
- We shall operate in a way that will safeguard against unfair business practices
- We believe that a responsible approach to developing relationships between companies and the communities they serve, global or local, is a vital part of delivering business success
- When carrying out our business, in consultation with our customers, we will determine the environmental, social and economic issues
- Our contracts will clearly set out the agreed terms, conditions and the basis for our relationship

## **Corporate Governance**

- We will share and declare information on personal and corporate conflicts of interest and seek guidance from higher authority before acting
- We are committed to ensuring that our business is conducted in all respects according to rigorous ethical, professional and legal standards
- All the laws that regulate and apply will be complied with
- We endeavour to ensure that stakeholders have confidence in the decision-making and management processes of the services we provide, by the conduct and professionalism of all staff. We do this by continually training and developing our staff and ensuring that regular reviews take place.
- All groups and individuals with whom we have a business relationship will be treated in a fair, open and respectful manner
- Competition will be reasonable and based upon the quality, value and integrity of the products and services being supplied
- Feedback on performance will be actively sought, and we will continually review all activities to ensure best practice is observed at all times



## **Environment**

- Our objective is to reduce our impact on the environment through a commitment to continuous improvement
- We will continue to work with our customers and suppliers to reduce their impact on the environment

## **Equality and Diversity**

- We aim to eliminate discrimination on any grounds and promote equality of opportunity in our business
- We will ensure that our customers and vendors are able to work together in confidence and be treated with respect by each party
- Recruitment and promotion are based upon fit for role, not ethnicity, sexual orientation, gender, age, disability or race

## **Impact on Society**

- We will take steps to understand how we can most effectively support the needs of the local community and implement initiatives accordingly

## **Customers and Suppliers**

- We shall encourage Customers and Suppliers to adopt responsible business policies and practices for mutual benefit
- Customers and Suppliers are regarded as partners and we will work with them to help us achieve our policy aspirations in the delivery of our products and services
- We are committed to ensuring that the welfare of workers and labour conditions within our businesses meet or exceed recognised standards
- Where necessary, we will exert pressure to ensure that all of our Customers and Suppliers behave in a socially responsible way. This includes environmentally-friendly products and making sure that workers are treated properly
- Implement schemes to take-back, recover, re-use and recycle products at the end of their use/life