



**oneway**  
BUILDING YOUR FUTURE

# CORPORATE & SOCIAL RESPONSIBILITY POLICY

## VERSION: MAY 2021



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[www.oneway.co.uk](http://www.oneway.co.uk)

Head Office: Units 6-7 Crosshouse Centre, Cross House Road, Southampton, SO14 5GZ Tel: 02380  
981605



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### Corporate & Social Responsibility

One Way takes its responsibilities for CSR very seriously. As a company committed to values of trust, honesty and mutual respect with our clients and candidates we recognise that these values must also underpin our actions and behaviours in the communities we operate in.

Over the past decade we have grown rapidly to become a leading recruitment company, in that time, we have supported numerous local charities and community activities.

As we look forward to our next ten years of growth and development, we have decided to put our CSR commitments on a more formal foundation. We will look each year to make a companywide donation to a specific charity.

Our choice for 2020-2021 is: POPYRUS Prevention of Young Suicide

### Supporting our Clients' CSR Commitments

CSR is an increasingly important part of any construction or engineering project. One Way's services and processes are designed to help our clients meet their own obligations, including:

- Employing works from the local area
- Taking on people from underprivileged backgrounds
- Training operatives in relevant, saleable skills
- Offering a certain number of apprenticeships

### Work Programme in partnership with New Future Networks (Ministry of Justice)

We have developed a partnership with New Future Networks which is a Ministry of Justice initiative scheme, who are looking to emphasis on creating partnerships between prisoners and prisons.

One Way are working as an ambassador for the construction industry nationally for the NFN whereby we help and support employ prisoners and ex-offenders nationwide. One Way are working with prisons across the UK offering employment opportunities to get their lives back on track and unlocking opportunity.

Currently we piloted this partnership at the beginning of 2018 with Ford Prison and have successfully placed prisoners out on site across the South and South East regions working for various clients in various positions. There is a large proportion of skilled labour within the prison system as well as those starting to get experience/qualifications in this industry.

Across 2019 we have now piloted the scheme with North west region, successfully placing prisoners out on site with continuous growth on the south coast also.

With the success of the two pilots' schemes in the South and North regions One Way on behalf of the New Future Networks are now building this programme out nationally.

Employment is key to breaking the cycle of reoffending for individuals and their families. Most offenders want the opportunity to turn their backs on crime. Having a job helps them stay out of prison, get their lives back on track and is proven to reduce reoffending.

One Way's programme with the NFN will make an impact on local communities and also inspiring change in the construction industry and help an inclusive workforce.

Signed Date: May 2021

