

Company Profile

<i>Company name, address</i>	Thompson Building Centre
<i>Contact Person (name, e-mail, tel.)</i>	John Dutson jdutson@athompson.co.uk 0191 5659025
<i>City/Country</i>	Sunderland United Kingdom
<i>Activity</i>	Builders Merchants,
<i>Description of core business</i>	Supplying building materials and equipment throughout the North East of England
<i>Year of foundation</i>	
<i>No employees 2006</i>	150
<i>Annual turnover 2006 (in EUR)</i>	23,000,000
<i>Website</i>	www.thompsonbc.co.uk

Good practice description

<i>Issue(s)</i>	<i>See the table below</i>
<i>Description</i>	<i>To supply building materials to trade and public throughout the North East of England.</i>
<i>Why did we take action and business benefit</i>	<i>in bullets (max 300 characters NS)</i>
<i>Benefit for society/stakeholders</i>	<i>in bullets (max 300 characters NS)</i>
<i>Awards, standards</i>	<i>Investors in People, CHAS,</i>

<p><i>Communication with public</i></p>	<p>Thompson has several methods of communicating with the public and uses these to publicise its activities in social responsibility, along with its other activities.</p> <p>Thompson website has just been updated and is used to publicise activities, generally give information on our mission, philosophy and policies. It includes statements on equal opportunities, environmental and company policies. Also news stories relating to the company, new products on the market which could benefit the community and the environment.</p> <p>We also send out press releases from our PR consultants, and a quarterly newsletter Rethink Recycling.</p> <p>We attend events organised by many companies including EBC (Education Business Connections) where we have worked closely with school children, highlighting the need to reuse and recycle.</p>
<p><i>Plans for the future</i></p>	<p>Thompson intend to develop further its CSR activities in the coming months. We already have policies for environmental and equal opportunity, health and safety etc but would like to incorporate benefits to the community into one company policy document. We are striving to increase our recycling figures and with the purchase of more recycling equipment in the coming months and we are confident of achieving our goals.</p>

Auxiliary tabel: ISSUES, COVERED BY CASES OF GOOD PRACTICE

<i>Marketplace issues</i>	<i>Responsible supply chain management</i> <i>Quality</i> <i>Innovation</i> <i>Consumer satisfaction</i>
---------------------------	---

Workplace issues

Workplace issues, comments are taken from the staff handbook
Workplace diversity

We seek to employ a workforce which reflects the diverse community at large because we value the contribution of people irrespective of sex, age, marital status, disability, sexual orientation, gender reassignment, race, colour, religion or belief, ethnic or national origin. This includes ensuring that we have opportunities for school leavers and also allowing staff to work past retirement age in order to ensure we retain the skills and experience.

Equal opportunities

All employees will be treated with dignity and respect. We will use our best endeavours to provide a working environment free from unlawful discrimination, harassment or victimisation on the grounds of sex, age, marital status, disability, sexual orientation, gender reassignment, race, colour, religion or belief, ethnic or national origin.

Work/life balance

Thompson Building Centres aim to ensure all staff have a good work life balance and in this respect offer a range of initiatives to assist staff, including;

Offering more flexible work patterns for both mothers, fathers and carers.

Offering extended leave and other time off arrangements.

Increasing levels of support through

- employee assistance programmes including legal advice
- financial assistance e.g. subsidised insurance or loans
- Encouraging 'Wellness' to improve health - All employees are encouraged to protect their health, to enable them to deal more effectively with unavoidable stresses at work. Thompsons therefore offer all staff:
 - Individual development plans and regular appraisals to provide an opportunity to review work- life balance on a regular basis
 - Information and guidance on health issues through an on site occupational health nurse
 - Annual health screening and lifestyle advice
 - Subsidised access to a local gym

Health and safety

Thompson Building Centres have a Health & Safety Policy, and regular H&S meetings. H&S checklists are completed weekly by all department managers. All new staff receive H&S induction training.

Job satisfaction

As part of Investors in People practices, Thompsons carries out annual staff satisfaction surveys and annual appraisals and is constantly appraising job roles and departmental structures to ensure overall job satisfaction where possible.

Job creation/job prevention

In the last 12 months Thompsons has created around 50 new jobs with 13 of these being for modern apprentices in order to assist with our overall HR planning. The company carries out exit interviews for all leavers and continues to ensure all staff have developmental and advancement opportunities where possible to

<p><i>Community issues</i></p>	<p><i>Social integration</i></p> <p><i>Healthcare</i></p> <p><i>Education</i></p> <p><i>Quality of life</i></p> <p><i>Economic regeneration and development/employment</i></p> <p><i>Cases on security</i></p> <p><i>Cases on civil society development</i></p> <p><i>Cases on children</i></p> <p><i>Cases on local infrastructure</i></p>
<p><i>Environmental issues</i></p>	<p><i>Cleaner production</i></p> <p><i>Environmentally sound product or service</i></p> <p><i>Environmental technology</i></p> <p><i>Environmental investments</i></p>