

CORPORATE SOCIAL RESPONSIBILITY STATEMENT

As a charity and the leading apprenticeship training provider in the building services engineering sector, JTL's core purpose is the advancement of education. Set up by the industry in order to meet its apprenticeship training needs, JTL has a responsibility to the employers and learners we support to ensure that their specific needs are understood and fulfilled. However, more widely, we recognise our obligation and seek to demonstrate our commitment to corporate social responsibility in the work that we do and the way in which we operate.

Core Business

Whatever background an apprentice comes from, we are there with support. Our courses are fully accessible and free of charge to learners, with costs met by the government, employers and JTL's charitable funds. The support and mentoring we offer learners leads to high levels of success – an indicator of our effectiveness, and in turn good value for the public purse.

We are also able to offer various means of support to employers in taking on and maintaining apprentices, contributing to stability and growth not just in the industry but also within local communities.

Environmental

As our sector looks ahead to helping the UK deliver Net Zero, so do we. We have been part of the Government's Energy Saving Opportunity Scheme (ESOS) since 2015. Acting on both the four-yearly ESOS audit output and the annual Streamlined Energy and Carbon Reporting (SECR) returns, JTL has significantly reduced its total carbon output during the period under review from 772.64 tonnes to 401.2 tonnes. We are targeting a further overall reduction in our total carbon footprint of 5% in the current year.

We are constantly considering how we operate in order to reduce our carbon footprint. Ongoing investment in new premises gives a prime opportunity to do this, but we're mindful of the impact of our existing centres and offices and how these can be optimised, too. However, by growing our estate, it is inevitable that our carbon footprint will increase even though our electricity and gas usage form only about 27% of the total.

As a high-mileage business with many staff who travel great distances through England and Wales, we also encourage the use of electric and hybrid vehicles and car sharing wherever possible and it is envisaged that the majority of savings will come in this area.

Ethical/Human Rights

Wellbeing

The wellbeing of our learners, employers and colleagues is an absolute priority. We're proud to invest time and resources into support and services to enable this, including:

- having trained Mental Health First Aiders available
- offering external healthcare options for staff and their families
- introducing a period equity project to reduce the impact of this often-unrecognised barrier to participating in education
- working closely with the Electrical Industries Charity to give a range of welfare support to learners and staff
- rewarding everyone fairly, regardless of gender
- recruiting based on competence and not gender, race, creed or orientation
- offering CPD for all our staff to ensure that they are kept up to date with the latest legislation and regulations relevant to their role to enable them to work competently and safely.

Equality, Diversity & Inclusion and Safeguarding

We implement good people management and career progression to enable our staff to fulfil their potential, with a specific focus on under-represented groups and in line with our safe, feminist and anti-racist principles.

Our organisational structure is designed to enable us to be a safe environment for all stakeholders that come in contact with JTL, especially employees and learners. We have continued to invest in and improve our safeguarding to ensure that we better protect all those with whom we work.

JTL acknowledges its responsibilities in relation to tackling modern slavery and has committed to complying with the provisions of the Modern Slavery Act 2015. No labour provided to JTL in the pursuance of its services is obtained by means of slavery or human trafficking.

JTL is a Disability Confident Employer and actively seeks to attract and recruit disabled people by providing a fully inclusive and accessible recruitment process. We interview all disabled people who meet the minimum criteria for our vacancies. We are supportive of employees who become disabled during their employment and make reasonable adjustments as required. We encourage training, career progression and promotion for all disabled employees. We expect all our employees and people working with us to treat all people with respect and provide regular training to underpin this.

We are proud that our commitment to equality, diversity and inclusion is proven through a number of leading accreditations.

Philanthropy

We want to support those in our sector, not just through apprenticeships, but through lifelong careers. JTL is proud to have launched Toolbox, an industry-leading platform for continual professional development (CPD) – free of charge and available to anyone.

Our Community Sponsorship Programme delivers another boost to local areas, with funds awarded for a range of programmes designed to increase opportunities for those in our core market.

We also actively support colleagues who undertake community-serving voluntary work.

Economic

In terms of socially responsible investing, JTL's investments are managed by the charity department of Barclays Bank and overseen by the JTL Board's Investment Committee. A minimum threshold around environmental, social and corporate governance characteristics is in place and companies are identified that help to address at least one of the UN's Sustainable Development goals.

Implementation and Performance

The Trustees of JTL are responsible for the establishment and implementation of JTL's Corporate and Social Responsibility Statement. However, all employees have a responsibility for its successful performance across the organisation's day to day business.

Signed on behalf of the JTL Trustees:
Sir John Low, Chair

Date 15/6/23