

Equal Opportunities

DSSR is committed to Equal Opportunities in providing equal treatment of all employees and applicants. The Firm's aim is to recruit, train, promote and reward on the basis of merit and irrespective of gender, disability, sexual orientation, marital status, part time status, age, religion or belief, race, colour, ethnic origin, nationality or national origin or trade union membership. DSSR will ensure that all employees are aware of the importance which the Firm attaches to its Equal Opportunities Policy, and will ensure that they do not, by their own actions, behaviour or attitudes, directly or indirectly or unintentionally discriminate against any job applicants, employees, customers or clients.

Corporate Social Responsibility

The partners of DSSR recognise the importance of approaching their responsibilities for Corporate Social Responsibility in a co-ordinated and committed fashion. DSSR believes that a responsible approach to developing relationships between organisations and the communities they serve, global or local, is a vital part of delivering business success. How we interact with the markets in which we operate determines our place within it. We strive to be a good corporate citizen, recognising our responsibility to work with our people and the wider community to improve the quality of life of the less fortunate by supporting local charities and fund raising events.

Environment and Sustainability

We recognise that our business activities have direct and indirect impacts on the markets in which we operate. We endeavour to manage these in a responsible manner, believing that sound and demonstrable performance in relation to corporate responsibility policies and practices is a fundamental part of business success.

We are developing our views about issues affecting the environment and sustainable development and are prepared to put time and resource into projects that seek to improve the industries application of this emerging science.

DSSR are dedicated to maintaining the ethos of reducing our carbon emission, both direct and non-direct, as a long term business goal and this is demonstrated in our CSR Policy and Practices throughout the Firm.

Wellbeing and development of our People

We are guided by our aim to be the employer of choice in the market in which we operate, committed to fostering a culture of wellbeing and development throughout the practice. Our policies and procedures are regularly updated to embrace new initiatives within the workplace.

Health and Safety

We are committed to providing a working environment that is both safe and fit for the intended purpose and ensures that health and safety issues are a priority for all business operations. Health and safety representatives have been appointed in each of our offices and they are responsible for ensuring compliance and developing a healthy and safe working environment.

Ethics and Values

We are committed to ensuring that our business is conducted in all respects according to rigorous ethical, professional and legal standards. The Firm's Group HR Manager is responsible for managing the implementation of the Firm's ethical policies.

Environmental Policy

At DSSR, we are committed to minimising the environmental impact of every aspect of our business. As a Firm, we will ensure that environmental issues are always a prime consideration and we will act responsibly to protect and enhance the environment. Our commitment is to improve the environmental performance of all business operations via the inclusion of environmental best practices and the developing of management systems and employee training to achieve our objectives and targets, consider the impact of the design, refurbishment and use on all our projects, promoting the services of our in-house Sustainability Team with a view to improving the sustainability of engineering designs for our clients and to seek to reduce the environmental impact of our own business operations and activities.