

### **Scope of this Policy**

We are committed to creating a sustainable inclusive society actively managing our operations in ways which optimise our value to the communities in which we work. Social Value is therefore intrinsic to everything we do, for this reason we manage Social Value policy through our policies and procedures we have in place which collectively deliver our objectives. This policy applies to our Company employees, associates, secondees, agency staff and third parties who undertake activity for and on our behalf. It applies to the goods and services we procure, our direct operations and the services we provide to our customers.

### **Purpose**

We are a company whose purpose is to create a future where everyone has the chance of a better quality of life, through new skills, investment and opportunity. Our staff promote, influence, train, explore and advise to deliver maximum benefit for the communities in which we work.

This policy provides an effective framework for realising our commitment to maintaining and where possible enhancing the Social Value we create in the communities we work within, both as an employer and a provider of services.

### **Responsibilities**

All employees, associates, secondees, agency staff and third parties are responsible for ensuring that this Policy is adhered to : Make a positive difference; Stronger together; Empower people; Do the right thing and Build on success. As referenced some activities within the scope of this Policy are covered by additional dedicated policies and procedures to ensure that our Social Value objectives are delivered.

In recognising this we are committed to contributing to a more sustainable society and to continually improve the positive impacts we make. We recognise the contribution we can make to increasing social value through our own direct impact as an employer. Our impact can be categorised in terms of four key areas:

- **Our supply chain and the goods and services we buy**

We only use suppliers who can support our six key Social Value objectives, namely: promote employments and economic sustainability; promote equity and fairness and raise the living standards of local residents.

- **Environmental Impact**

We have identified the key aspects where we have a negative impact on the environment, namely: Heating, electric, travel to clients, IT and paper; reduction of waste going to land fill, biodiversity, use of recognised vetted local suppliers and we have an environmental policy and systems in place to manage and reduce these impacts.

- **Our organisational development**

We use our Equality, Diversity, and inclusion policy to ensure roles are designed such that the broadest possible range of people can apply and are advertised in ways to ensure they are aware of the opportunities, such as recruitment agencies or advertising portals etc. On joining the company staff are able to access a structured learning and development which

will benefit the health, safety and environmental capabilities, learn new industry skills that will ultimately aid the staff and the business.

These areas are covered by a range of separate interlinked policies including the Environment policy.

- **Our support for local communities**

We can make a positive difference through the services we provide by:

- ensuring we continue to develop services which meet the needs of those customers who are often less able to participate in mainstream support.
- ensuring we continually review how we can make improvements to the Social Value we create in the communities we support.

**This includes supporting:**

- people to enter or return to the labour market after periods of exclusion.
- people to help increase their skills within the business.
- business to grow and connect with their communities while reducing environmental impact
- business to grow and develop creating good jobs in good companies
- business to buy locally wherever possible and ensure they are competently sourced suppliers.
- The business to develop and retain their staff in fulfilling roles
- The business to recruit staff from local or excluded communities

This policy and the actions arising from it will be annually reviewed

Named Director-----Eduard Istrati-----

Signature:----------

Date:----- 12/09.2023-----

Next review Date: 12/09/2024-----