

SOCIAL VALUE METHOD STATEMENT

WHAT ARE WE AIMING TO DO?	HOW ARE WE GOING TO ACHIEVE THIS?	WHO IS TAKING RESPONSIBILITY?	HOW WILL WE MONITOR SUCCESS?
<p>Tackle workforce inequality.</p> <p>In Work Progression & Skills Development.</p>	<p>Actively look to recruit from disadvantaged or minority groups.</p> <p>Support In-Work Progression & Skills Development to help people, including those from disadvantaged or minority groups, to move into higher paid work by developing new skills.</p> <p>Actively identify and manage the risks of modern slavery, including in our supply chain.</p>	MD	<p>HR Dept to report bi-annually on our progress in recruitment from disadvantaged or minority groups.</p> <p>HR Dept to report bi-annually on our skills development strategy.</p> <p>Internal audit to check that we are actively monitoring our supply chain & adhering to our Modern Slavery Policy.</p>
<p>Wellbeing.</p> <p>Improve health and wellbeing of our staff.</p> <p>Support mental health within the communities in which we serve.</p>	<p>Implement specific actions to support our Health & Wellbeing Strategy, including physical and mental health, in our employees.</p> <p>Support the Samaritans as our chosen charity with active involvement in volunteering and fundraising at events within the communities we serve.</p>	<p>HR</p> <p>Marketing</p>	<p>Biannual reports from HR, including specific employee testimonials as to the success of our policy.</p> <p>Regular communication of all events.</p>
<p>Reduce our impact on the environment.</p>	<p>Through our ISO 14001 system and our Carbon Reduction Plan, monitor and continually reduce our impact on the environment.</p> <p>Supplier Management Strategy.</p>	<p>All staff</p> <p>Procurement</p>	<p>Our Environmental Champions report bi-annually on carbon reduction at all our sites.</p> <p>Regular internal & external audits check our progress & that we are actively monitoring our supply chain.</p>

[Handwritten signature]

27/01/2023