



Social Value Pledge on Wellbeing.

'We pledge to develop a working environment and practices that promotes our associates and employee's wellbeing. This we pledge includes the physical, mental and spiritual aspects of wellbeing. We will do this actively through the promotion of a positive work life balance, communications on wellbeing and access to support services where needed.'

Social Value Pledge on Employment.

'We pledge that we will strive to maintain and increase employment both in terms of full-time roles and associate roles as we develop – maintaining a balanced workforce such that the company remains sustainable and yet the workforce is not stretched and overburdened. We further commit to employing locally where possible to ensure the minimum impact on the environment.'

Social Value Pledge on Economics.

We pledge to operate an ethical business to contribute to the economic prosperity of our wider community by paying fair taxes in a timely manner and reinvesting wisely. Furthermore, we will strive to develop and adopt circular economic ideas to promote local economies, improved product cycles and SME Growth.

Social Value Pledge on Education.

We pledge to use our platform to promote education, to promote inclusion and expand our conversations to cover areas related to yet not directly impacted by our core services. We pledge to support local education institutions through appropriate direct involvement and community activities

Social Value Pledge on Leadership.

We pledge to support leadership by example, ongoing training and innovation.

**Social Value Pledge on
Wellbeing – Evidence.**

1. *We acknowledge and support the need for mental health as well as physical health approaches and support staff taking time to address Physical, Mental and Spiritual needs.*
2. *We have a board level director who is a qualified and practicing psychotherapist and is able to advise the board and to refer individuals if required. We do not provide service directly to protect individual privacy concerns.*
3. *We nominate up to 4 charities annually to receive donations – the nominations being taken from the company staff and executives – Normally this includes one national charity (2020 it was Fairshare) and up to three local (2019 included Animal rescue, mental health, BHF)*

KVI : Number of Sick days taken per annum

KVI : Number of Mental Health referrals per annum

KVI : Staff Survey(Wellbeing)

**Social Value Pledge on
Employment – Evidence.**

1. *We offer a flexible working system where people can adopt a fulltime employee role with associated benefits, holidays and employee rights. Hours are fixed however start and end times are flexible to allow for family and childcare needs etc. Compassionate time is also available.*
2. *We offer self-employed routes (Subject to IR35), fixed terms contracts for those who seek this mode of employment.*
3. *In addition to Holiday allowance all full time staff are allowed up to 4 days community leave for voluntary work.*

KVI : Number of days taken for voluntary work per annum and as a percentage

KVI :Number of FTE to Associate roles

KVI: Staff Survey (Employment Modes)

**Social Value Pledge on
Economics – Evidence.**

1. *We do not invest in unethical businesses and will not engage in work with oppressive regimes who do not adopt civil rights / human rights.*
2. *We endeavour to understand the full supply chain in our business and to promote the ideas of circular economics.*
3. *We strive to pay suppliers promptly and accurately.*
4. *We account fully and transparently within applicable legislation*
5. *We pay fully and promptly taxes due – Our accounts are publicly available.*

KVI: Accounting Year end closure (Time from Year end to account submission)

KVI:Tax Payment time (Time from Account acceptance to Tax payment)

KVI: Average invoice resolution time (Time from invoice due to payment, or early payment)



**Social Value Pledge on
Education – Evidence.**

- 1. We support our local education establishments with one director sitting on the board of governors for the local school.*
- 2. We use our services to promote inclusion and wider education*
- 3. We are non-discriminatory in our employment policies*
- 4. We invest in personal development for our teams and staff members annually*
- 5. We promote and fund personal development both in core subject related areas and outside interests*

KVI : Representation on boards / Voluntary roles

KVI: Education and training spend per annum as a proportion of profit

**Social Value Pledge on
Leadership – Evidence.**

We pledge to support leadership by example, ongoing training and innovation.

KVI: Allocation of time set aside for personal development and succession planning

Social Value Principles

We adopt the social value principles and apply them to our work with clients and in the community.

1. Involve stakeholders.
2. Understand what changes.
3. Value the things that matter.
4. Only include what is material.
5. Do not over claim.
6. Be transparent.
7. Verify the result.