

SOCIAL VALUE POLICY

Christy Plumbing & Heating Ltd recognise that running our business has an effect on society and therefore are committed to the Company's responsibility in ethically improving the local community.

The company is committed to ensuring high ethical standards and a sustainable inclusive society within the workplace and the community. Our commitment as a company is to maintain and ,where possible, enhance the Social Value we create within the community in which we work, both as an employer and provider of services, creating a future where everyone has a chance of a better quality of life and meeting the needs of the local community, through new skills, investment, and opportunity.

The promotion of sustainable and responsible business practices taking into consideration The Public Services (Social Value) Act 2012 makes our Social Values intrinsic in everything we do, ensuring a positive impact on the community when running of the business through:

<p>Our Team:</p> <ul style="list-style-type: none"> ➤ Supporting our team to ensure they have an appropriate work life balance, ensuring our philosophy of a culture of care is maintained. ➤ Continually review policies and procedures ensuring that we have sufficient competent employees to meet our vision going forward. ➤ Ensure that we adopt the best working practices and conditions. ➤ Ensure that the team are trained and competent in every way including health and safety practices, implementing programmes to improve employee and subcontractor safety behaviours such as health and safety workshops, lessons learned and maintain occupational health provision. ➤ Retention of skilled employees and attracting new employees into the industry ensuring we have a sustainable workforce utilising apprenticeships and training. ➤ Ensuring our team are paid above the Real Living Wage. ➤ Creating local employment opportunities and enabling local people to obtain the skills needed to access employment. ➤ Upskilling our employees to inspire them with new skills for the future. 	<p>The Community:</p> <ul style="list-style-type: none"> ➤ Where possible ensuring the procurement of goods and services that are made locally from ethical companies, benefiting the local economy. ➤ Review our impacts associated with our business activities and ensuring policies, procedures and training are in place to minimise any adverse impacts upon local communities. ➤ Encouraging best practice beyond statutory requirements. ➤ Actively encouraging our employees to engage with local community investment programmes and charitable events. ➤ Working with local schools and colleges, training providers, industry bodies to establish and generate wider interest in the industry, inspiring a diverse workforce within the industry.
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CHRISTY

Plumbing & Heating

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<p>The Environment:</p> <ul style="list-style-type: none"> ➤ Ensure that policies and procedures to minimise the environmental impact associated with our industry activities are relevant and in place. ➤ Seek to reduce the company's carbon footprint playing our part in the reduction of air pollution, noise, vibration, and nuisance within local communities to improve health. ➤ Reduce, reuse and recycling, minimising waste, and energy consumption, ensuring resources are used efficiently and effectively to maximise value. ➤ At all times promoting sustainable and ethical procurement through the supply base. 	<p>Governance & Measuring:</p> <ul style="list-style-type: none"> ➤ Ensure that the company Social Value is integrated within all the company policies and procedures. ➤ We will capture, analyse, and report in our performance measures ensuring continual improvement throughout, assessing our risks and opportunities. ➤ Include social value requirements in our supply-chain contracts and influence where we can.
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Christy Plumbing & Heating Ltd communicates its Social Value Policy to its employees, supply chain partners and relevant interested parties. The policy is reviewed periodically and consider any Legislative or Company changes.

Approved: 
Operations Director

Date 1st March 2022



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