



## **Social Value Policy Statement**

### **Introduction**

George Pearce and Sons Ltd is a well-established Construction and Building Maintenance company. The business operates from premises situated close to the motorway network and serves a client base across the North West and Greater Manchester area.

The use of Local Labour and Subcontractors reduces the number of Van Miles travelled up and down the region's Motorway and Road network, reducing pollution, costs, and waste.

We firmly believe that implementation of this Social Value Policy assists us greatly in reducing our Carbon Footprint and assists the local economy within the particular work area.

### **Social Value Aims** - *George Pearce & Sons Ltd will:*

- Always use local labour wherever possible.
- Procure Subcontract Services from the local area.
- Procure Building Materials from Timber and Builders Merchants in the local area.
- Ensure employees procure Food & Beverages from Local Shops.
- Embrace and promote local values.
- Provide opportunities for all employees, but particularly young people to grow and develop.
- Strive to provide a high quality service at all times.
- Endeavour to provide value for money to the clients we serve.
- Provide High Quality Training as necessary to enable employees to carry out work safely.
- Provide security and stability to the lives of the people we employ.
- Provide peace of mind to the clients we serve.
- Continually reduce the environmental impact of the company's activities.

### **Social Value Objectives** - *George Pearce & Sons Ltd will:*

- Endeavour to be a good employer, providing a safe and healthy place to work.
- Promote equality and diversity in employment.
- Pay staff above CIJC National Wage Rates, and always above National Minimum Wage.
- Source materials which are produced ethically and from sustainable origins.
- Reduce outputs to air, water and land.
- Continually reduce the amount of waste produce, by re-using and recycling.
- Reduce our carbon footprint through efficiencies in planning, working methods & service delivery.
- Attract young people into the construction industry by getting them involved early.
- Achieve long term business survival providing reliable services year on year.

Every member of staff at George Pearce and Sons is made aware of this Social Value Policy. A copy of the policy is displayed on the noticeboard and employees are encouraged to read and make suggestions as to how the policy can be further developed or improved.

The policy is signed and endorsed by Fran Pearce, and is kept under continuous review, with a formal review taking place at least annually.

Name: Fran Pearce  
Position: Director

Signed:   
Dated: October 2018