

# Social Value Policy

Glanville Environmental Reference:	Pol 50
Category:	Operations
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Lead Officer:	Managing Director

## Applicable Legislation/Regulations:

The Public Services (Social Value) Act 2012 and is supported by our Sustainable Procurement Strategy and Carbon Management Procedure.

## Codes of Practice:

## Purpose:

Social value is the long-term, sustainable improvement for society that can be gained by promoting positive social, economic and environmental impact. By considering social value in the decisions we take as a business, including the way we operate, employ staff, engage with communities and procure products and services, we can cultivate a more sustainable, resilient and inclusive society. This enables Glanville Group to build a positive legacy and demonstrate that business done well can be a force for good.

## What We Do:

Glanville Group, based throughout the South West and Midlands are market leaders in providing a fast, efficient and cost friendly service for both Commercial and Domestic clients. Our core services include High Pressure Water Jetting, Tankering, Gully Cleansing, Septic Tank Emptying, CCTV surveys, Confined Space Working, Search and Rescue crews, Sewer & Pipeline relining, Sewer Diversions, Construction & Civil works, Building and Renovations, tank & Soakaway installations, Highway & Railway workings, Diver & ROV surveys, Topographical & GPS surveys.

Date	Key Revision
30/08/2022	Document Updated & Reviewed
19/01/2024	Document Updated & Reviewed

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## Social Value Policy Statement

Glanville Group prides itself on its strong values and culture and the creation of social, economic and environmental wellbeing is at our core, embedded in all of our processes and the way we work. We aim to generate benefits not only to the organisation, but also to society and the communities we work in. This policy outlines our commitment towards maximising the social value we create on the projects we work on, in accordance with The Public Services (Social Value) Act 2012 and is supported by our Sustainable Procurement Strategy and Carbon Management Procedure.

Glanville Group is Committed to:

### Skills, Employment and Education

- Supporting local people into employment, by providing opportunities and apprenticeships to gain new skills, within the communities where we operate.
- Supporting our current employees through lifelong learning and personal development.
- Offering opportunities to underrepresented and disadvantaged groups to gain employment in our industry.
- Proactively working to provide opportunities to ex-military and ex-offenders into employment in our industry.
- Organise and deliver activities to inspire future generations into our industry.
- Working with education and training providers to offer curriculum support and work experience opportunities in local schools and colleges.

### Community Engagement

- Supporting and contributing to the social and economic wellbeing of the communities in which we work.
- Creating lasting physical legacy to improve the lives and wellbeing of the communities' local to the projects we are involved with.
- Targeting local deprived or disadvantaged communities to offer opportunities through employment, support, and training.
- Through partnerships with local employability providers we will deliver tailored activities and learning experiences to upskill people from a range of backgrounds and help them move closer to employment opportunities.
- We will engage with residents and community groups to maximise opportunities which support their initiatives and aspirations.
- To ensure the future sustainability of our workforce we will take an inclusive approach to providing opportunities for our people and the wider community.

### This includes Supporting:

- people who wish to work for us
- people to realise their potential in higher paid roles by increasing their skills
- businesses and buying locally wherever possible
- employees to develop and retain our staff in fulfilling roles
- employees from local or excluded communities

### Local Businesses

- Providing opportunities for micro, small, medium and minority-owned businesses through our procurement processes.
- Procuring goods and services locally wherever possible, while following fair payment practices and recognition of Modern Slavery risks.
- Throughout procurement we demonstrate and encourage fair working practices and responsible sourcing to make a positive impact on local businesses and communities.

- Our approach to supply chain engagement supports local, long-term investment through sustainable development of all members.
- We apply fair payment practices equally throughout our supply chain.
- Through our projects we actively support and encourage start-ups and social enterprises

**Environment**

- Our energy and sustainability accreditations set the benchmarks by which our businesses operate, underpinned by our quality policies and through embedded processes.
- We value our natural resources and actively seek to follow circular economy principles reduce waste and minimise environmental impacts.
- Our business commitments set the objectives for our performance on safety, quality, health and environment.
- We will ensure the efficient use of resources to manage and reduce our impact on the environment.
- We will educate our workforce and play our part to reduce air pollution, noise, vibration and nuisance within local communities to improve health.
- Follow our Sustainable Procurement Strategy to promote sustainable and ethical sourcing.

**Fairness, Inclusion, Respect and Wellbeing**

- Actively promoting employee wellbeing and a healthy work-life balance through our flexible working culture.
- Provide access for all members of our workforce to a Mental Health First Aider and our Employee Assistance Programme.
- Proactively driving and measuring the equality, diversity and inclusivity of our workforce, creating an environment where every employee can be at their best.
- Creating a culture of good work which positively affects our mental and physical health, the economy, and society as a whole.

**Measuring and Reporting**

- Monitoring, calculating and reporting our social value impact and reviewing on a regular basis.
- Continuously improving effectiveness through KPI monitoring and target-setting.
- Communicating this policy throughout our organisation and to other relevant interested parties.
- Best practice is shared and celebrated both internally and externally.

**Responsibilities**

- All employees, agency staff and third parties are responsible for ensuring that this Policy is adhered to in accordance with our shared Values: 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.

The Managing Director shall review this policy annually or following significant changes



Jamie Treliving  
Managing Director  
19/01/2024