

Social Value Policy

Purpose

This policy has been designed to support Masher Brothers Ltd in a manner in which they are fully committed to creating a workplace culture, where they continually promote a sustainable, positive and an inclusive society within the communities they work within.

They want to assist the local community by investing in people and the environment, which will lead to a better quality of life, new skills and opportunity.

Scope

This policy outlines our commitment to improve Social Value for all our stakeholders; and maintain its effectiveness.

Company Commitments:

To ensure that our policy is effective we will:

Community Engagement:

- Continue to be a Safe Contractor Member
- Procure goods and services locally, where possible, to benefit the local economy in which we operate
- Implement policies and procedures to mitigate any adverse effects associated with our construction activities, in the local communities in which we operate
- Guarantee our Safeguarding Policy is implemented and maintained
- Guarantee our Modern-Day Slavery Policy is implemented and maintained
- Work with our Contractors to add value to their residents through community investment and projects

Environment:

- Remain committed to attaining the ISO 14001 accreditation
- Implement policies and procedures to minimise the environmental impact associated with our construction activities
- Reduce our carbon footprint by:
 - * Introduce electric & Euro 6 Diesel engine vehicles into our fleet
 - * Use facilities that recycle 100% of our generated waste materials
 - * Promote sustainable and ethical procurement
- Educate and raise awareness of our Environmental Management Systems to all our employees & Subcontractors

Health & Safety

- Develop and implement policies and procedures to establish safe working practices for all
- Ensure H&S Tool Box Talks are regularly delivered to site operatives
- Ensure all our site operative have a valid CSCS card
- Ensure all our site operative have asbestos awareness training
- Work with our employees to ensure a culture of care is maintained

Employment & Skills:

- Wherever possible use local subcontractors within the areas that we work
- Offer employment opportunities and work experience to the local community and establishing links to local schools
- Develop and train our employees
- Remove barriers within the construction industry for underrepresented, disadvantaged and protected groups

Our Workforce:

- Remain an employer of choice by have a sustainable workforce, retaining skilled employees, training programmes and utilising the Apprenticeship scheme, to bring new workers into the industry
- Work with local schools, colleges and training providers to generate wider interest in the Construction Industry
- Promote women and underrepresented groups within the Construction Industry
- Continue to be a Living Wage Employer and Living Wage Foundation

Auditing and Monitoring

To ensure the effectiveness of the Social Value policy, Masher Brothers Ltd will continually review and monitor its performance by:

- Carrying out regular audits and reviews of its Social Value performance
- Provide feedback from audits to all relevant employees and clients
- Develop appropriate action plans where required which will enable new initiatives to be identified and improvements to be implemented
- The company will continue using an Environmental Management System that conforms to the requirements of the international standard ISO 14001:2015.



T J Masher
Director