



Social Value Policy

Policy Statement

At Hartland Group Ltd, we are committed to creating social value through our business activities by supporting economic growth, improving well-being, and promoting sustainability. We deliver corporate cleaning and associated services and in doing so, supports local communities through the environment, community benefits and additional social value.

This Social Value Policy outlines our dedication to fostering positive outcomes for our employees, communities, and stakeholders, while addressing social, economic, and environmental challenges.

Purpose

The purpose of this policy is to:

- a) Integrate social value into the core operations of Hartland Group Ltd.
- b) Enhance our contribution to the local and global community.
- c) Promote transparency, accountability, and sustainability in all our business activities.
- d) Align our efforts with national and local priorities to deliver meaningful outcomes.

Scope

This policy applies to all employees, contractors, and partners of Hartland Group Ltd and encompasses all areas of operation.

Key Focus Areas

1. Employment and Skills

- a) Enabling local people to obtain the skills needed to access employment
- b) Providing our employees with new skills for the future
- c) Creating employment opportunities within the communities that we work
- d) Removing barriers to employment for underrepresented and disadvantaged groups
- e) Offering employment opportunities to those who serve or have served in our armed forces

2. Economic Development

Hartland Group Ltd contributes to economic growth and prosperity by:

- a) Supporting local businesses and sourcing materials locally where possible.
- b) Creating job opportunities and investing in skills development.



- c) Partnering with small and medium-sized enterprises (SMEs) to provide work opportunities improve capability and grow sustainably.

3. Community Well-being

We aim to support the well-being of the communities we serve by:

Carrying out volunteering activities that deliver benefits to local communities

- a) Partnering with other national charities to raise money, support employment opportunities and meet environmental regeneration needs
- b) Working with local charities on key themes to deliver additional benefits to the communities in which we work
- c) Working with education and training providers, industry bodies and charities to offer curriculum support and work experience opportunities

4. Environmental Stewardship

Hartland Group Ltd integrates environmental sustainability into our operations by:

- a) Minimizing waste through recycling and efficient resource use.
- b) Reducing energy consumption and utilizing renewable energy sources where feasible.
- c) Supporting initiatives aimed at conserving natural resources and biodiversity.

5. Inclusive Practices

We promote equality and inclusion by:

- a) Creating a diverse and inclusive workplace that values all individuals.
- b) Supporting underrepresented groups through employment opportunities and community programs.
- c) Ensuring accessibility in our services and facilities.

6. Ethical and Sustainable Practices

We are committed to maintaining the highest ethical standards by:

- a) Conducting business with integrity and transparency.
- b) Upholding fair labour practices and respecting human rights.
- c) Encouraging suppliers and partners to adopt ethical and sustainable practices.



Implementation and Governance

- a) **Responsibility:** The Board of Directors and Senior Management are responsible for overseeing the implementation of this Social Value Policy.
- b) **Monitoring and Reporting:** We will regularly monitor, measure, and report on our social value initiatives and progress.
- c) **Engagement:** Employees and stakeholders are encouraged to actively participate in social value initiatives and provide feedback to improve our efforts.

Communication

This policy will be communicated to all employees, stakeholders, and partners of Hartland Group Ltd. It will also be made publicly available on our website to ensure transparency and accountability.

Review and Updates

The Social Value Policy will be reviewed annually to ensure it remains relevant and aligned with our strategic objectives and evolving societal expectations.

Conclusion

Hartland Group Ltd is dedicated to creating positive social value through responsible business practices. By integrating social value into our operations, we aim to foster economic, social, and environmental well-being for our stakeholders and future generations.

Name Roderick Brobbey

Role Director

Date 30/01/2025

Signed *R Brobbey*