



Social Value Policy Template

1. Policy Statement

Unlimited flooring Sheffield is committed to creating positive social, economic, and environmental outcomes through our operations, procurement, partnerships, and community engagement activities. We recognise our responsibility to contribute sustainable and measurable social value in the communities where we work.

This policy outlines our approach to delivering social value in alignment with our organisational objectives, stakeholder expectations, and applicable legislation or procurement frameworks.

2. Purpose

The purpose of this policy is to:

- Ensure social value considerations are embedded into decision-making.
 - Support local communities and economies.
 - Promote equality, diversity, and inclusion.
 - Improve environmental sustainability.
 - Encourage ethical business practices and responsible supply chains.
 - Create measurable positive impact for stakeholders.
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3. Scope

This policy applies to:

- All employees
- Directors and senior management
- Contractors and consultants
- Suppliers and subcontractors

- Joint venture and delivery partners

The policy applies across all business operations and projects undertaken by Unlimited flooring Sheffield

4. Our Social Value Commitments

4.1 Employment and Skills

We will:

- Create fair employment opportunities.
- Support apprenticeships, internships, and work placements.
- Promote local recruitment wherever possible.
- Invest in employee training and development.
- Encourage lifelong learning and career progression.

Example Targets

- [X]% of new hires recruited locally.
 - apprenticeship placements per year.
 - training hours delivered annually.
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4.2 Equality, Diversity, and Inclusion

We are committed to:

- Providing equal opportunities.
- Maintaining a workplace free from discrimination and harassment.
- Supporting underrepresented and disadvantaged groups.
- Promoting inclusive recruitment and progression practices.

Example Actions

- Inclusive recruitment practices.
 - Accessibility reviews.
 - Diversity monitoring and reporting.
 - Staff awareness and inclusion training.
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4.3 Community Engagement

We will actively contribute to local communities by:

- Supporting local charities and voluntary organisations.
- Encouraging employee volunteering.
- Participating in community initiatives and educational outreach.
- Collaborating with local stakeholders.

Example Commitments

- volunteer hours annually.
 - Community sponsorship initiatives.
 - School and college engagement programmes.
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4.4 Environmental Sustainability

We are committed to reducing environmental impact through:

- Carbon reduction initiatives.
- Responsible waste management.
- Sustainable procurement.
- Energy and resource efficiency.
- Support for biodiversity and environmental improvement.

Example Measures

- Reduction in carbon emissions.
 - Recycling targets.
 - Sustainable travel initiatives.
 - Net zero roadmap.
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4.5 Ethical Procurement and Supply Chain

We expect our suppliers and partners to operate responsibly and ethically.

We will:

- Support local and small businesses where appropriate.
- Encourage prompt payment practices.
- Promote modern slavery prevention.
- Assess suppliers against ethical and sustainability criteria.

Supplier Expectations

Suppliers should demonstrate:

- Compliance with employment laws.
 - Environmental responsibility.
 - Equality and diversity commitments.
 - Ethical sourcing practices.
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5. Governance and Accountability

The implementation of this policy is overseen by:

Responsible Officer: Josh Firth

Responsibilities include:

- Monitoring social value performance.
- Reporting outcomes to leadership.
- Reviewing objectives and targets.
- Ensuring continuous improvement.

Managers are responsible for embedding this policy into operational activities.

6. Measurement and Reporting

We will monitor and report on social value outcomes using appropriate metrics and evidence.

Key Performance Indicators (KPIs)

Examples may include:

- Local employment numbers.
- Apprenticeship and training statistics.
- Volunteer hours.
- Carbon reduction data.
- Community investment value.
- Supplier diversity metrics.

Reports may be produced:

- Quarterly
 - Annually
 - Per contract or project
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7. Continuous Improvement

Unlimited flooring Sheffield is committed to continuously improving our social value performance by:

- Reviewing feedback from stakeholders.
 - Setting annual objectives.
 - Benchmarking performance.
 - Updating practices in line with legislation and best practice.
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8. Compliance

Failure to comply with this policy may result in corrective action and review of supplier or employee relationships where appropriate.

9. Policy Review

This policy will be reviewed every 12 months or earlier if required due to legislative, operational, or organisational changes.

Last Review Date: 16.05.2026

Next Review Date: 19 05 2027

10. Approval

Approved by: Josh Firth

Name: Josh Firth

Position: Director

Date: 18 05 2026

Signature: J A Firth