

## **VERDE SERVICES LIMITED CORPORATE SOCIAL RESPONSIBILITY POLICY – APRIL 2024**

### **INTRODUCTION**

Verde Services is a socially and environmentally responsible company committed to our vision to be proactive leaders in the construction and development of a sustainable future. By placing emphasis on a sustainable future, we aim to ensure the long-term success of the business by contributing economically, environmentally, and socially across the regions in which we operate.

Our activities have an impact across the complete spectrum of society which means we have to adhere to rigorous ethical and professional standards to deliver investment, design, construction and operation and maintenance services to ensure we achieve a sustainable environment for the future whilst at the same time remaining competitive.

Verde Services works closely with its employees, sub-contractors, supply chain partners, clients and end users to strive to balance short and long-term interests to integrate social, environmental and economic considerations into our decisions.

This statement forms the basis of our policy for managing our corporate and social responsibilities and is the base-line for developing our procedures in this area.

### **STAKEHOLDERS**

We are committed to treating our employees, clients, supply chain and the wider community with respect.

### **OUR EMPLOYEES**

We are committed to the welfare and development of our employees and as such recognise the need to be able to attract, recruit and retain employees with the experience, skills and potential necessary to promote the continued growth and development of the business.

**Wellbeing:** Health and Safety is at the forefront of our business, and we are committed to continuously improve the occupational welfare of all of our employees, sub-contractors and the wider community who come into contact with our activities.

**Equality:** We are committed to providing a working environment where all employees are treated with courtesy, dignity and respect and where they feel valued irrespective of gender, race, sexual orientation, disability or age and where the principle of equal opportunity in employment applies to everyone.

**Development:** We are committed to an active training regime whereby all employees are equipped with the appropriate skills and knowledge to maximise their potential and subsequently that of the business and its objectives.

### **OUR CLIENTS**

We work in partnership with our clients to develop sustainable solutions to meet their needs, deliver quality projects on time, safely and with due regard to the environment.



## COMMUNITIES

Our aim is always to promote good community relations wherever we undertake our construction activities. We proactively ensure that our work causes the minimum of disruption to our neighbours and the wider community. We aim to become involved in community initiatives thereby further promoting good company relations.

## ENVIRONMENT

Verde Services acknowledges its responsibility to future generations in all of its activities.

**Environmental Management:** We continuously strive to improve our environmental performance by proactively reviewing our operations in all departments and at all levels so as to minimise our environmental impact.

**Energy Management:** We will take all reasonable steps to improve efficiency in the use of our energy and resources and we are committed to regularly reviewing our business practice and performance and those of our stakeholders to identify how we can reduce our requirements for energy, transport and water. We promote good practice in respect of recycling and waste minimisation and where possible use alternative materials or methods to optimise the use of resources

## SOCIAL VALUE

**Supporting occupational Health and Wellbeing:** Verde Services occupational health programme includes communication channels such as health assessments, workshops, toolbox talks, noticeboard displays and posters to raise awareness and management of mental health for our personnel on our schemes. Verde Services supports a positive culture to promoting health and well-being, on this scheme we will implement measures such as lunchtime walks which will support team bonding and provide a healthier culture.

**Modern Slavery and Ethical Compliance:** Verde Services have policies in place for the protection of human rights, fair trading and employment and our senior management team ensure these and the construction charter are implemented into our working practices across Verde and our supply chain. Verde Services work in accordance with industry labour standards, fair pay, terms and conditions to our workforce and we do not operate zero-hour contracts.

**Equality:** Verde Services operate in accordance with the Equality Act 2010 and will conduct an equalities impact assessment within the pre-construction stage to ensure our policy is implemented appropriately and promotes equality to the scheme

## EMPLOYMENT AND TRAINING

Verde Services has a strong commitment to making not just positive changes to buildings but to demonstrate commitment to the local economy and community, including environmental, health & safety, training, development, involvement, engagement and creation of opportunities.



### Verde Services Ltd

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Our projects will ensure corporate social responsibility by:

- Providing worthwhile and satisfying employment
- Dealing fairly with suppliers and providing responsibly sourced, quality products
- Making a positive difference to the communities where we do business
- Reducing environmental impact and promoting good environmental practice

Verde Services promotes mechanical, electrical and energy management amongst the younger generations and this is evidenced by the apprenticeships, training development plans, work experience opportunities, annual graduate programme and work within the educational facilities.

**Apprenticeship Scheme:** We will ensure our apprentices are appointed a suitable educational mentor on commencement of employment. Objectives are set and detailed training plans are established and implemented for the duration of the training period. Regular review meetings will take place with the reporting manager and educational mentor to ensure targets and objectives are being achieved in line with the training plan.

**Work Experience Placements:** We offer work experience placements within the office/ low-risk environments to help individuals determine their career path; giving an insight into our industry as well as a detailed overall company perspective. On completion, we assess their skills learnt and collect feedback on their gains from this experience period. We utilise this feedback to continuously offer relevant and beneficial placements.

**Student Learning and Site Visits:** We offer this on a number of schemes including:

- Site tours to gain practical understanding of the technical operation of sites and to engage students regarding the issues faced on such projects
- Presentations, including pictures, walk rounds and interactive Q&A sessions

### Notification of Vacancies

Our HR Department ensures appropriate recruitment tools are used to source potential employees. Job vacancies/ descriptions are advertised through various methods, including local councils and job centres (if appropriate) to ensure we recruit locally first before moving to a wider area if required.

### Contractors and Subcontractors

Where sub-contractors are required, we have developed an approval procedure which ensures the stability of the contractor/subcontractor whilst also ensuring our environmental responsibilities.

### ECONOMIC

**Living Wage:** At the current time, Verde Services guarantees to pay the National Minimum Wage (NMW), National Living Wage and Real Living Wage rates to all directly employed members of staff (in line with the minimum age limits appropriate to each National pay structure). Apprentices are not required to receive the Real Living Wage; we do however pay each of them significantly higher than the NMW and ensure pay rises over the course of the apprenticeship are well above inflation. We also actively monitor our supply chain on this practice.



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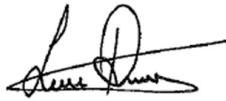
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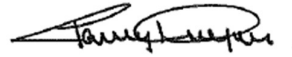


**DIRECTORS APPROVAL**

This policy statement is made pursuant to section 54 (1) of the Modern Slavery Act 2015 and constitutes Verde Services slavery and human trafficking statement for the calendar year of 2024. This statement has been approved by the Directors who will review and ensure it is updated annually.



Luke Dwyer



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