



Social Value Policy

1. Purpose of This Policy

GEODEC Limited (“the Company”) is committed to delivering meaningful social value across all projects and operations. This policy sets out how we will generate positive economic, social and environmental impact in alignment with:

- **Public Services (Social Value) Act 2012**
- **Equality Act 2010**
- **Modern Slavery Act 2015**
- **Health and Safety at Work etc. Act 1974**
- UK Government Social Value Model (2020)
- Relevant local authority procurement frameworks

GEODEC Limited aims to integrate social value into all decision-making, service delivery and supply-chain activities.

2. Scope

This policy applies to:

- All GEODEC Limited employees
- Subcontractors and labour-only operatives
- Partner organisations and suppliers
- All projects carried out across the UK

3. GEODEC Limited’s Social Value Objectives

We commit to generating measurable value in the following areas:

3.1 Supporting Local Communities

- Prioritising labour, subcontractors and suppliers from **London and Kent** where possible.
- Providing free or discounted decorating services to selected community groups, charities or vulnerable residents (subject to approval).
- Supporting local events, wellbeing initiatives and community improvements.

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- Encouraging staff to engage in **volunteering**, providing reasonable time allowances where appropriate.

3.2 Economic Responsibility & Local Job Creation

- Creating opportunities for local tradespeople, apprentices and trainees.
- Offering work placements in painting, decorating, surface preparation and interior design.
- Working with schools, colleges and training bodies (e.g., local construction skills academies).
- Ensuring subcontractors are paid promptly in line with the **Prompt Payment Code** principles.

3.3 Promoting Equality, Diversity & Inclusion (EDI)

We are fully committed to the **Equality Act 2010** and will:

- Provide equal opportunities regardless of protected characteristics.
- Challenge discrimination and ensure inclusive recruitment practices.
- Support individuals from traditionally underrepresented groups within the construction and decorating industry.
- Provide reasonable adjustments for workers with disabilities or additional needs.

3.4 Environmental Sustainability

Closely aligned with GEODEC Green, we commit to:

- Reducing waste and increasing recycling on all sites.
- Minimising VOCs and using eco-friendly paint and materials whenever specified or practicable.
- Reducing vehicle mileage through efficient scheduling and route planning.
- Supporting clients with advice on energy-efficient decorating solutions.
- Maintaining compliance with all environmental legislation and best practice.

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3.5 Ethical Business Practices

- Zero tolerance for modern slavery, forced labour or human trafficking in accordance with the **Modern Slavery Act 2015**.
- Maintaining transparent supply-chain relationships.
- Ensuring all subcontractors follow GEODEC Limited policies and UK legislative requirements.
- Upholding the highest standards of integrity, anti-bribery and anti-corruption.
(Aligned with GEODEC's Anti-Bribery and Corruption Policy.)

3.6 Health, Safety & Wellbeing

- Prioritising staff and client safety, following the **Health and Safety at Work etc. Act 1974**.
- Implementing safe systems of work, RAMS, training and supervision.
- Providing appropriate PPE and ensuring compliance with GEODEC's internal policies.
- Supporting mental and physical wellbeing for all team members.

4. Procurement & Supply Chain Social Value

GEODEC Limited will:

- Work with local suppliers where feasible.
- Give fair opportunities to small businesses and social enterprises.
- Require subcontractors to comply with GEODEC's social value and ethical standards.
- Review suppliers annually for compliance, sustainability and ethical performance.

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5. Measuring & Reporting Social Value

GEODEC will track and evidence its impact using measurable criteria, including:

- Local jobs and apprentices supported
- Training hours delivered
- Community projects completed
- Environmental impact reductions
- Support given to vulnerable groups
- Supplier sustainability performance

Reports may be provided to clients, local authorities or procurement bodies upon request.

6. Roles and Responsibilities

- **Director:** Overall responsibility for implementation and compliance.
- **Managers/Supervisors:** Ensuring social value commitments are upheld on all projects.
- **Employees/Subcontractors:** Required to follow all aspects of this policy.
- **Clients & Partners:** Encouraged to collaborate with GEODEC on community and social initiatives.

7. Compliance & Review

- This policy will be reviewed annually or sooner if legislation or business operations change.
- Non-compliance by employees or subcontractors may result in disciplinary action or termination of contract.
- GEODEC Limited will work proactively to maintain full compliance with all applicable UK laws.

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8. Statement of Commitment

GEODEC Limited is committed to delivering sustainable, ethical and socially responsible services that create long-term value for our clients, employees, communities and the environment.

Signed By:

George Ryan Matthews

3rd December 2025

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