



Suite F Ground Floor Breakspear Park, Breakspear Way
Hemel Hempstead, Hertfordshire, HP2 4TZ

Tel: 08456 171710
Fax: 08456 171718

Email: info@a1rservices.co.uk
Web: www.a1rservices.co.uk

A1R Services Limited

Social Value Policy

1. Introduction & Commitment

A1R Services Limited recognises that we have a responsibility to create positive social, economic, and environmental impacts through our business activities. We are committed to embedding social value into our operations, decision-making, and interactions with stakeholders. This policy outlines our commitment to delivering social value across our business and contributing to a more sustainable and equitable future.

2. Scope

This policy applies to all employees, contractors, suppliers, and partners of A1R Services Limited. It covers all aspects of our business operations, including but not limited to:

- Employment practices
- Environmental sustainability
- Health and safety
- Training and development
- Community engagement
- Ethical procurement
- Customer relations

3. Key Principles

Our social value commitment is underpinned by the following principles:

- **Ethical Conduct:** We operate with integrity, transparency, and fairness in all our dealings.
- **Environmental Responsibility:** We strive to minimise our environmental impact and promote sustainable practices.
- **Employee Wellbeing:** We value our employees and provide a safe, inclusive, and supportive working environment.
- **Community Engagement:** We actively contribute to the well-being of the communities in which we operate.
- **Equal Opportunities:** We promote equality, diversity, and inclusion in all aspects of our business.

Issue 1.3 A1R.DOC.00039

Vat Registration Number: 898 2445 68

Registered No. 5955828





Suite F Ground Floor Breakspear Park, Breakspear Way Hemel Hempstead, Hertfordshire, HP2 4TZ

Tel: 08456 171710

Email: info@a1rservices.co.uk

Fax: 08456 171718

Web: www.a1rservices.co.uk

- **Continuous Improvement:** We are committed to continuously improving our social value performance.

4. Areas of Focus & Specific Commitments

4.1 Employees:

- **Fair Employment:** We are committed to fair wages, reasonable working hours, and equal opportunities for all employees, regardless of background.
- **Employee Wellbeing:** We promote employee wellbeing through initiatives such as flexible working, mental health support, and healthy lifestyle promotion.
- **Diversity and Inclusion:** We will create a diverse and inclusive workplace where everyone feels valued and respected. This includes actively seeking to eliminate discrimination.
- **Living Wage:** Where possible we will implement a commitment to paying the real living wage, with all our staff currently paid well over the minimum and living wage.
- **Employee Feedback:** We will implement regular feedback sessions, and surveys to ensure employees voices are heard. We have implemented meetings twice a year and ensure we engage in activities and treat our staff to an away day every 6 months.

4.2 Environmental Issues:

- **Carbon Reduction:** We will strive to reduce our carbon footprint through energy efficiency measures, sustainable transportation, and waste reduction.
- **Resource Efficiency:** We will minimise our consumption of natural resources and promote recycling and reuse.
- **Sustainable Procurement:** We will prioritise suppliers who demonstrate environmental responsibility.
- **Waste Management:** We will implement a robust waste management system to minimise waste and maximise recycling.
- **Environmental Awareness:** We will raise awareness among employees and stakeholders about environmental issues.

4.3 Health and Safety:

- **Safe Working Environment:** We will provide a safe and healthy working environment for all employees, contractors, and visitors.
- **Risk Management:** We will implement robust risk assessments and control measures to prevent accidents and injuries.

Issue 1.3 A1R.DOC.00039

Vat Registration Number: 898 2445 68

Registered No. 5955828





Suite F Ground Floor Breakspear Park, Breakspear Way Hemel Hempstead, Hertfordshire, HP2 4TZ

Tel: 08456 171710

Email: info@a1rservices.co.uk

Fax: 08456 171718

Web: www.a1rservices.co.uk

- **Health and Safety Training:** We will provide regular health and safety training to all employees.
- **Incident Reporting:** We will establish a clear incident reporting system and investigate all incidents thoroughly.
- **Wellbeing Programs:** We will implement programs that promote physical and mental wellbeing.

4.4 Training and Development:

- **Skills Development:** We will invest in the training and development of our employees to enhance their skills and knowledge.
- **Apprenticeships and Internships:** We will explore opportunities to provide apprenticeships and internships to young people and those seeking to re-enter the workforce.
- **Continuous Learning:** We will promote a culture of continuous learning and development.
- **Local Education Partnerships:** We will seek to build partnerships with local educational institutions.

4.5 Community Engagement:

- **Local Employment:** We will prioritise local employment and support the local economy.
- **Charitable Giving:** We will support local charities and community initiatives through donations and volunteering.
- **Community Projects:** We will explore opportunities to participate in community projects that benefit the local area.
- **Volunteering:** We will encourage and support employee volunteering.
- **Local Supply Chain:** We will strive to utilise local suppliers where possible.

4.6 Ethical Procurement:

- **Responsible Sourcing:** We will ensure that our supply chain is ethical and sustainable.
- **Fair Trade:** We will prioritise suppliers who adhere to fair trade principles.
- **Modern Slavery:** We will take steps to prevent modern slavery and human trafficking in our supply chain.
- **Supplier Code of Conduct:** We will develop and implement a supplier code of conduct.

Issue 1.3 A1R.DOC.00039

Vat Registration Number: 898 2445 68

Registered No. 5955828





Suite F Ground Floor Breakspear Park, Breakspear Way
Hemel Hempstead, Hertfordshire, HP2 4TZ

Tel: 08456 171710
Fax: 08456 171718

Email: info@a1rservices.co.uk
Web: www.a1rservices.co.uk

4.7 Customer Relations:

- **Customer Satisfaction:** We will strive to provide excellent customer service and ensure customer satisfaction.
- **Accessibility:** We will ensure our products and services are accessible to all.
- **Feedback Mechanisms:** We will establish feedback mechanisms to gather customer insights and improve our services.

5. Monitoring and Reporting

- We will establish clear targets and indicators to measure our social value performance.
- We will regularly monitor and review our performance against these targets.
- We will report on our social value performance to stakeholders through our website, annual reports, or other appropriate channels.
- We will conduct regular reviews of this social value policy to ensure its continued relevance and effectiveness.

6. Responsibility

- The [Social Value Champion – Jessica Parker] is responsible for the overall implementation and monitoring of this policy.
- All employees are responsible for adhering to the principles and commitments outlined in this policy.

7. Review

This policy will be reviewed annually or as needed to ensure its continued relevance and effectiveness.

1st January 2026

Jessica E. Parker

Social Value Champion

A1R Services Limited

Issue 1.3 A1R.DOC.00039

Vat Registration Number: 898 2445 68

Registered No. 5955828

