

Social Value Programme

Gailarde recognises the importance of social value for creating positive impacts that help to benefit the community, the environment, our employees and society as a whole. Within this policy we will identify how our for future generations strategy positively contributes towards the following themes: tackling economic inequality, fighting climate change, equal opportunities, employee wellbeing.

Tackling economic inequality

Tackling economic inequality refers to creating opportunities and reducing disparities in wealth, income, and access to resources, especially for underrepresented or disadvantaged groups.

Actions

We contribute to tackling economic inequality by doing the following actions:

- Supporting the growth of our tier 1 suppliers by helping them to support their workers using our supplier self-assessment questionnaire.
- Ensuring cyber security within our own operations.
- Donating to charities to assist those in need.
- Ensure there are zero confirmed incidents of bribery & Corruption annually
- 1% of the total value of cash and kind donations as a percentage of pre-tax profit given annually

Metrics

- Donations or in-kind contributions to local community projects.
- Cyber Essentials Certification in place.
- Percentage of suppliers who have completed the supplier-self assessment questionnaire.
- Number of hours spent on training.

Relevant SDGS



Fighting Climate Change

Fighting climate change refers to actions that contribute to improving negative environmental impact by reducing carbon emissions, minimising waste, conserving resources and promoting renewable energy use.

Actions

We contribute to fighting climate change by doing the following actions:

- Halve carbon emissions by 2030
- 95% of waste diverted from landfill and incineration within direct operations by 2030
- 100% reduction of non-essential single-use plastic packaging used on products by 2030

- Updating our Carbon Reduction Plan on an annual basis to track progress and develop new actions to help meet our targets.
- 100% of Tier 1 suppliers covered by a social and environmental audit by 2030

Metrics

- Reduction of carbon emissions in line with base year.
- Reduction in waste to landfill.
- Single-use plastic packaging eliminated through reusable packaging solutions or schemes (e.g. Loop or equivalent) on the contract.

Relevant SDGs



Equal Opportunity

Refers to ensuring that everyone, regardless of their background or circumstances, has fair and equitable access to opportunities, resources, and support. It emphasises removing barriers that prevent underrepresented, disadvantaged, or marginalised groups from participating fully in society, the economy, or the workplace.

Actions

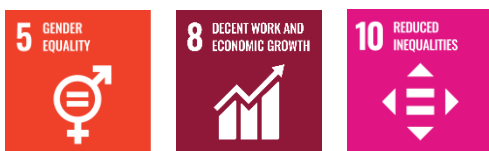
We contribute to equal opportunity by doing the following actions:

- Ensuring that there is representation of people with disabilities.
- Offering training schemes that result in qualifications and career development opportunities.
- Minimise risks of modern slavery threats within the supply chain.
- 100% of Tier 1 suppliers covered by a social and environmental audit by 2030

Metrics

- Total Number of disabled people employed.
- Percentage of the supply chain for which supplier mapping has taken place.
- Number of people trained on modern slavery.

Relevant SDGs



Wellbeing

Refers to ensuring employees health and wellbeing is considered when completing contracts and giving back to our communities.

Actions

We contribute to the wellbeing of our employees by doing the following actions:

- Considering the health and wellbeing of employees when performing contracts
- Donating to charities that support communities
- Providing support via an advice line to ensure all employees have the opportunity to express any concerns.
- Zero recordable incidents of work-related injury or illness annually
- Maximum of a 10% employee turnover rate annually

Metrics

- Advice line in place
- Equality, diversity and inclusion training provided both for staff and supply chain staff
- Donations or in-kind contributions to local community projects.

Relevant SDGs



Signed

A handwritten signature in black ink, appearing to read 'Deup', is positioned below the 'Signed' text.