

SOCIAL VALUE POLICY

1. Purpose

Thorn Baker is committed to providing its services in such a way that also maximises the benefits to its local and regional communities. In order to achieve this, Thorn Baker will assess Social Value in three aspects - Economic, Social and Environmental.

2. Economic

- job creation/employing from a local community or disadvantaged groups;
- training and development opportunities/creation of apprenticeships;
- prompt payment through the supply chains; and
- advertising subcontracting opportunities to a diverse supply chain.

3. Social

- improving the physical and mental wellbeing of local people;
- creating a diverse workforce for the delivery of services;

- collaborating with the voluntary and community sectors;
- monitoring labour standards through the supply chain; and
- improving skills and access to digital technology.

4.Environmental

- water consumption management;
- by having in place an environmental policy;
- monitoring greenhouse gas emissions; and
- reduction in waste to landfill.

Introduction

As a recruitment company offering both temporary and permanent staffing solutions, we recognise our responsibility to positively impact the communities in which we operate. We are committed to creating social value through our business activities by supporting economic growth, promoting social inclusion, and fostering environmental sustainability.

We work collaboratively with clients, candidates, suppliers, and other stakeholders to ensure our operations benefit society, both locally and nationally.

- Our Commitments

1. Supporting Local Employment

- We prioritise placing both temporary and permanent candidates in local employment opportunities, helping to boost regional economies and reduce unemployment.
- We aim to offer opportunities to those who face barriers to employment, including young people, long-term unemployed individuals, and those from disadvantaged backgrounds.
- We provide access to temporary, permanent, and flexible work, helping individuals gain valuable work experience, develop long-term career skills, and progress in their chosen fields.

2. Workforce Development and Training

- We invest in the training and professional development of our candidates, whether temporary or permanent, ensuring they are well-equipped with the skills required for modern workplaces.
- We partner with training providers to deliver accredited courses, workshops, and on-the-job training that enhance the skillset of our workforce.
- We support upskilling and reskilling to help workers advance from temporary to permanent roles, promoting career progression and long-term job security.

3. Promoting Diversity and Inclusion

- We are committed to creating equal opportunities for all individuals, regardless of age, gender, ethnicity, disability, sexual orientation, or socio-economic background.
- We actively work to diversify our candidate pool for both temporary and permanent roles, ensuring that recruitment processes are free from bias and discrimination.
- We collaborate with clients to promote inclusive hiring practices and encourage diverse representation within their workforce.
- See our Equal Opportunities Diversity and Inclusion Policy

4. Ethical Recruitment Practices

- We adhere to the highest ethical standards in recruitment, ensuring fairness, transparency, and integrity in all our interactions with candidates and clients for both temporary and permanent positions.
- We comply with all relevant employment legislation, including the National Minimum Wage, working time regulations, and health and safety standards.
- We uphold workers' rights and ensure that all candidates are treated with respect, dignity, and fairness in their employment.
- We are corporate members of the REC and APSCo and adhere to their code of conduct.

5. Supporting the Local Community

- We engage in community initiatives that support local development, such as sponsorships, volunteering, and charitable activities.
- We partner with local organisations, charities, and educational institutions to help drive positive social change and provide employment opportunities for those in need.
- We encourage our employees to participate in volunteering activities, offering paid volunteer days to give back to the community.

6. Environmental Sustainability

- We recognise the environmental impact of our business activities and are committed to reducing our carbon footprint through sustainable practices.
- We promote remote working and digital communication to reduce the need for travel, thus lowering emissions.
- We actively encourage clients and suppliers to adopt eco-friendly practices and work towards shared environmental goals.
- See our Environmental Policy

7. Fair Supply Chain

- We work with suppliers and partners who share our commitment to social value, ensuring that our supply chain supports fair wages, good working conditions, and ethical practices.
- We favour local and small businesses in our procurement processes to support the growth of local economies.
- We regularly review and monitor the ethical standards of our suppliers to ensure continued alignment with our social value objectives.

Monitoring and Reporting

We are committed to measuring and reporting our social value outcomes. We will:

- Regularly assess the social, economic, and environmental impact of our operations in both temporary and permanent recruitment.
- Report on key performance indicators (KPIs) related to employment, training, community engagement, and sustainability.
- Continuously seek feedback from stakeholders to improve our social value contributions and adapt our strategy as necessary.

Conclusion

Through this Social Value Policy, we aim to embed social responsibility into every aspect of our business, ensuring that our activities not only contribute to the success of our clients and candidates but also generate long-term benefits for the wider community. Our commitment to social value will be led by senior management and integrated into our everyday operations across both temporary and permanent recruitment services.

Paul Jackman

Paul Jackman
CEO