

TDK Mechanical Services UK Ltd Social Value Policy

Introduction: TDK Mechanical Services UK Ltd is committed to creating positive social value in the communities we serve. Our Social Value Policy outlines our commitment to ethical business practices, community engagement, environmental sustainability, and economic development. We aim to enhance the well-being of our stakeholders, including employees, clients, suppliers, and the broader community.

Key Objectives

Community Engagement and Development

Supporting Local Communities:

- **Community Projects:** Actively participate in and support community projects that promote education, health, and well-being.
- **Charitable Contributions:** Allocate a portion of our profits to support local charities and non-profit organizations.
- **Volunteer Programs:** Encourage and facilitate employee participation in volunteer programs that benefit the community.

Educational Initiatives:

- **School Partnerships:** Develop partnerships with local schools to provide educational resources, mentorship, and work experience opportunities for students.
- **STEM Promotion:** Promote science, technology, engineering, and mathematics (STEM) education through workshops, sponsorships, and collaborations with educational institutions.

Environmental Sustainability

Sustainable Practices:

- **Resource Efficiency:** Implement practices to reduce waste, conserve energy, and minimize our carbon footprint in all our operations.
- **Green Materials:** Prioritize the use of environmentally friendly and sustainable materials in our projects.
- **Waste Management:** Establish robust waste management protocols to ensure recycling and proper disposal of materials.

Environmental Awareness:

- **Training and Education:** Provide training and resources to our employees on environmental sustainability and best practices.
- **Community Education:** Engage with the community to raise awareness about environmental issues and promote sustainable living practices.

Economic Contribution

Local Economic Support:

- **Local Hiring:** Prioritize hiring local talent to support the local economy and reduce unemployment.
- **Local Suppliers:** Source materials and services from local suppliers whenever possible to boost the local economy.

Fair Wages and Benefits:

- **Competitive Compensation:** Ensure all employees receive fair wages and benefits that meet or exceed industry standards.
- **Equal Opportunity:** Promote equal employment opportunities and diversity within our workforce.

Ethical Business Practices

Transparency and Accountability:

- **Ethical Conduct:** Adhere to the highest standards of ethical conduct in all business dealings.
- **Anti-Corruption:** Implement strict anti-corruption policies and procedures to prevent bribery and unethical practices.

Stakeholder Engagement:

- **Open Communication:** Maintain open lines of communication with stakeholders, including clients, employees, suppliers, and the community.
- **Feedback Mechanisms:** Establish mechanisms for stakeholders to provide feedback and voice concerns, ensuring they are addressed promptly and effectively.

Workforce Development and Well-being

Training and Development:

- **Continuous Learning:** Provide ongoing training and development opportunities for employees to enhance their skills and career prospects.
- **Apprenticeships:** Offer apprenticeship programs to support the next generation of skilled workers in the mechanical and electrical industry.

Employee Well-being:

- **Health and Safety:** Prioritize the health and safety of our employees through rigorous safety protocols and wellness programs.
- **Work-Life Balance:** Promote a healthy work-life balance by offering flexible working arrangements and support services.

Implementation and Monitoring

Policy Implementation:

- **Leadership Commitment:** Ensure senior management commitment to the implementation and continuous improvement of the Social Value Policy.
- **Employee Involvement:** Engage employees at all levels in the implementation of the policy through training, awareness programs, and active participation in initiatives.

Monitoring and Reporting:

- **Performance Metrics:** Develop and track key performance indicators (KPIs) to measure the effectiveness of our social value initiatives.
- **Regular Reviews:** Conduct regular reviews of the policy and its outcomes, making adjustments as necessary to enhance impact.
- **Transparency:** Publish annual reports detailing our social value activities, achievements, and areas for improvement.

Signed:

Daniel Teden

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(Director) May 2024