

# Simoda Social Value Policy

## INTRODUCTION

Simoda Limited recognises that our business activities have a wider impact on society. We are committed to conducting our operations in a responsible and ethical manner, creating positive social value alongside economic success. This policy outlines our approach to social value and our commitment to making a positive contribution to the communities we serve.

## Our Commitment

Simoda Limited is committed to:

- **Ethical Business Practices:** We uphold high ethical standards in all our business dealings, ensuring fairness, transparency, and respect for human rights.
- **Employee Well-being:** We prioritise the health, safety, and well-being of our employees, fostering a positive and inclusive work environment.
- **Skills Development:** We contribute to developing a skilled workforce by offering training and development opportunities, including apprenticeships and internships.
- **Diversity and Inclusion:** We promote diversity and inclusion within our workforce and actively engage with diverse communities.
- **Environmental Sustainability:** We strive to minimise our environmental impact through responsible practices and promoting sustainability initiatives.
- **Community Engagement:** We actively participate in and support initiatives that benefit the communities where we operate.

## Our Actions

We will implement our social value commitment through various initiatives, such as:

- **Supplier Code of Conduct:** We establish a Supplier Code of Conduct that ensures our partners adhere to ethical labour practices and environmental sustainability standards.
- **Employee Volunteering:** We encourage and support employee participation in volunteer activities that benefit the community.
- **Charitable Giving:** We dedicate resources to charitable organisations aligned with our values and social responsibility goals.
- **Sustainability Initiatives:** We implement policies to reduce our environmental impact, such as energy efficiency measures and responsible waste management.
- **Community Partnerships:** We collaborate with local organisations and educational institutions to support skills development and social initiatives.

## Measurement and Reporting





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We are committed to measuring and reporting on our social value efforts. This will include tracking key metrics such as:

- Number of training and development opportunities offered.
- Volunteer participation rates.
- Charitable donations made.
- Environmental impact reduction figures (see our Sustainability Strategy)

We will report on our social value progress regularly through internal communications and potentially, a dedicated Social Value Report.

## Conclusion

Simoda Limited believes that creating social value is an integral part of our business strategy. This policy demonstrates our commitment to operating responsibly, supporting our employees, and giving back to the communities we touch. We will continuously strive to improve our social value impact and be a force for positive change.

If you have any questions about Simoda's commitment to Social Value, speak to the team:  
[info@simoda.co.uk](mailto:info@simoda.co.uk)

Signed by:



Daniel Bumby, Managing Director  
**Simoda Limited**

*Simoda Limited, April 2024*