



## Social Value Policy

At Beaver Pest Control, we are dedicated to creating measurable social value through our operations, focusing on key areas that drive positive impact in our communities. Our Social Value Policy is structured around six key pillars that reflect the ongoing work we do to foster lasting, meaningful contributions to society. These areas include:

- **Community Engagement & Support**
- **Environmental Sustainability**
- **Education & Awareness**
- **Diversity & Inclusion**
- **Workforce Wellbeing & Development**
- **Ethical Business Practices**

Through these sub-sectors, we align our business objectives with our commitment to social, environmental, and economic responsibility, ensuring that our efforts contribute to a more sustainable and equitable future for all.

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### *Community Engagement and Support*

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We are committed to fostering strong relationships with the communities in which we operate. Our approach includes:

- **Partnerships with Local Organisations:** Supporting housing associations, educational institutions, and charitable organisations to address local priorities in line with the principles of the Public Services (Social Value) Act 2012. These partnerships aim to provide financial support, share resources, and engage employees in community-driven initiatives. Examples of these partnerships can be found on our website: <https://pestcontrolservices.co.uk/csr/>.
- **Charitable Contributions:** Selecting charities based on relevance to our customer base, market needs, and employee concerns, ensuring our support addresses the most pressing local issues.

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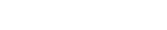
### *Environmental Sustainability*

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As a responsible business, we integrate environmental considerations into our operations and decision-making processes. Key initiatives include:

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- **Sustainable Practices:** Reducing pesticide use, increasing reliance on proofing techniques, and adopting the IERDC approach (Inspection, Exclusion, Restriction, Destruction, and Communication) to pest control.
- **Recycling and Waste Reduction:** Partnering with suppliers to recycle uniforms, spent bait and office consumables and minimise waste across our operations.
- **Net Zero Commitment:** Our commitment to achieving net zero emissions by 2050 is aligned with the Climate Change Act 2008 (amended 2019) and the Environment Act 2021. Detailed steps are outlined in our Environmental Policy, which provides further guidance on how we monitor, track, and reduce our carbon footprint. This includes the use of specific carbon tracking tools and milestones for achieving intermediate targets, such as a 2030 reduction goal.
- **Sustainable Procurement:** Committing to selecting environmentally responsible suppliers and utilising eco-friendly materials wherever possible to reduce the environmental impact of our operations.
- **ISO 14001 and GreenMark Standards:** We are committed to working in accordance with the **ISO 14001** Environmental Management System (EMS) standard to ensure our operations meet internationally recognised environmental management practices. Additionally, we adhere to **GreenMark** standards to promote sustainability and environmental stewardship in our operations. These frameworks help us manage environmental impacts, reduce waste, and promote resource efficiency across our organisation.

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## Education and Awareness

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We are committed to empowering communities through education and knowledge-sharing. Our initiatives include:

- **Workshops and Public Engagement:** Delivering presentations and training on topics such as pest prevention, biodiversity, and business sustainability. These programs aim to provide both practical knowledge and sustainable practices to the community.
- **Collaboration with Educational Institutions:** Partnering with colleges, universities, primary schools, and adult education centres to provide a comprehensive range of educational outreach programs. These collaborations aim to foster sustainability, environmental awareness, and skill-building for future generations.
- **Impact Measurement:** Gathering participant feedback through surveys and assessments to ensure our programs remain relevant, effective, and aligned with community needs. We use specific metrics to track success and guide improvements in these initiatives.

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## Diversity and Inclusion

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We recognise the value of a diverse and inclusive workforce and are committed to promoting equity at all levels. Our commitments include:

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- **Equal Opportunity Employment:** Ensuring compliance with the Equality Act 2010, all employees are treated fairly and have access to career development opportunities, regardless of race, gender, sexual orientation, or background.
- **Support for Underrepresented Groups:** Encouraging and enabling participation from individuals from diverse backgrounds within our industry, including those from traditionally underrepresented groups.
- **Monitoring Progress:** We will track and report on our diversity and inclusion efforts annually through audits and reports to ensure that we are continuously improving.

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## Workforce Wellbeing and Development

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The wellbeing and professional development of our employees are essential to our success. We provide:

- **Comprehensive Wellness Programs:** Offering a range of benefits, incentives, and flexible working arrangements to support mental and physical health. We also provide access to Employee Assistance Programs (EAP) and mental health first aid training for our staff.
- **Training and Growth Opportunities:** Facilitating skills development and career progression through targeted programs and initiatives. We also provide leadership development opportunities to ensure clear pathways for advancement within the organisation.

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## Ethical Business Practices

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We uphold the highest standards of integrity and professionalism in all aspects of our business. Our practices include:

- **Transparency and Fairness:** Ensuring clarity in supplier contracts, pricing structures, and communication with all stakeholders.
- **Health and Safety Standards:** Maintaining rigorous health and safety protocols to protect employees and clients, in accordance with the Health and Safety at Work etc. Act 1974. We regularly review and update our safety standards to remain compliant with current legislation and best practices.
- **Anti-Corruption Practices:** Upholding a zero-tolerance policy towards corruption, bribery, and unethical behaviour in all areas of business, ensuring compliance with relevant anti-corruption laws.
- **Accountability Mechanisms:** Providing channels for stakeholders to report unethical behaviour and ensuring prompt resolution of any concerns. We will also periodically audit our supply chain to ensure compliance with our ethical standards.

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## Commitment to Continuous Improvement

We are committed to reviewing and refining this Social Value Policy annually to reflect evolving community needs, industry standards, and client expectations. By working collaboratively with stakeholders and measuring the impact of our initiatives, we aim to deliver sustainable and meaningful contributions to society.

We will also conduct regular reviews of our diversity and inclusion practices, environmental sustainability efforts, and ethical standards to ensure that we remain a responsible and accountable business.

This policy is closely aligned with our Environmental Policy, which provides additional details on our commitments to sustainability, including our approach to carbon footprint tracking, waste reduction, and eco-friendly practices.

For more information about our social value initiatives, please contact

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