Title: **VALLEY PROVINCIAL LTD CORPORATE SOCIAL RESPONSIBILITY**

We believe we can make a positive difference to the people we encounter during the course of our business.

Whilst focusing on our staff, clients and those we meet, we aim to focus on:

- Rewarding performance and encouraging personal development.
- Engaging business partners in a mutually beneficial working relationship.
- Being a good neighbour, both in the communities we work within and over a wider area.
- Caring for the natural environment and ensuring we put something positive back.
- Providing our clients with quality service and improving their environments, and those of their staff and customers.
- Investing in the community, with special focus on young people and their education.

Workplace

At Valley Provincial we strive to make our workplace a rewarding place to work. We offer all employees access to a range of benefits including hybrid working to support a good 'work/life' balance, an Employee Assistance Program supported by Bupa and generous holiday allowance.

We offer a safe and healthy working environment and take a holistic approach to employee well-being.

To make our staff feel valued we offer a range of training and development opportunities to support staff in their roles and career prospects.

The Company also promote 'Happy Valley' our employee recognition and reward scheme where staff can recognise the good work of peers and those displaying our company values – Team, Respect, Trust, Innovation, Expertise.

We have published our Modern Slavery policy and work with our clients and supply chain to ensure that none of our workers or suppliers work under unfair conditions.

Community

Valley Provincial support the local community by offering opportunities to work locally to avoid needless travel thus helping the environment. We also offer work experience placements to young people and support apprenticeships through local schools and horticultural colleges.

We will continue our partnership with Perennial Partners in 2025 with increased financial support. Perennial Partners support employment and sustainability in the horticultural sector, and will help us to engage, attract and retain staff and increase customer loyalty.

Valley Provincial are active in the local community initiating and participating in activities that provide direct local benefit. We will continue this good work in 2025 and look to build on the relationships we have established during 2024. Some examples of activities carried out include litter picking mornings, tree planting and regular foodbank donations.

Environment

Valley Provincial have formed a corporate partnerships with several wildlife organisations as we maximise the impact of our work and ensure the environments we create and maintain provide sustainable, long-term habitats for wildlife and insects.

As a responsible organisation, we are proud to have made a significant environmental impact by planting thousands of trees and plants throughout 2024. Every one of these have combined to make a positive impact on the environment, as well as the thousands who live and work in these spaces.

Biodiversity is key to all our schemes. We encourage clients to incorporate planting and wildlife habitats in their projects and have created our own Wildlife Garden at our head office.

Valley Provincial have continued our journey to Net Zero during 2024 and have been converting our fleet to zero emission electric vehicles and embedding the use of electric power tools throughout our activities. In line with the provisions and objectives of the Climate Change Act 2008, Valley Provincial are working on a Carbon Footprint Management Project and have collaborated with Carbon Footprint Ltd to assist us in our journey to Net Zero by 2050.

Signed: Paul Brown _____

Paul Brown, Managing Director

Date: **16.12.2024** _____

Review date: **16.12.2025** _____