

## Social Value Policy

**Purpose:**

At Vivid Finishes we recognize the importance of fostering a workplace culture that values social responsibility, diversity, equity, inclusion, and community engagement. This policy outlines our commitment to promoting social value within our organization and the broader community.

**Principles:**

1. **Diversity and Inclusion:** We are committed to fostering a diverse and inclusive workplace where all employees feel valued, respected, and empowered to contribute their unique perspectives and talents.
2. **Equal Opportunity:** We provide equal opportunities for employment, career advancement, and professional development, regardless of race, ethnicity, gender, sexual orientation, age, disability, religion, or any other characteristic protected by law.
3. **Community Engagement:** We actively engage with and support the communities in which we operate through volunteerism, philanthropy, and partnerships with local organizations and initiatives.
4. **Environmental Responsibility:** We strive to minimize our environmental impact by implementing sustainable practices, reducing waste, and conserving natural resources.
5. **Ethical Business Practices:** We conduct business with integrity, honesty, and transparency, adhering to the highest ethical standards in all our interactions with employees, customers, suppliers, and stakeholders.

**Implementation:**

1. **Training and Education:** We provide training and educational resources to employees to increase awareness and understanding of social value issues, including diversity, equity, inclusion, and environmental sustainability.
2. **Employee Resource Groups:** We support the establishment of employee resource groups (ERGs) or affinity groups to provide forums for employees to connect, share experiences, and advocate for diversity and inclusion within the organization.
3. **Community Service Programs:** We encourage and facilitate employee participation in volunteer activities, community service projects, and charitable initiatives that align with our values and priorities.
4. **Supplier Diversity:** We seek to partner with suppliers and vendors who share our commitment to diversity, equity, and social responsibility, and actively promote opportunities for minority-owned, women-owned, and small businesses.

5. **Measuring and Reporting:** We regularly assess our progress toward achieving our social value objectives and report on key metrics and initiatives to stakeholders, including employees, customers, investors, and the public.

**Compliance and Accountability:**

All employees are expected to adhere to this policy and support its objectives in their daily work activities. Violations of this policy will be subject to disciplinary action, up to and including termination of employment.

**Review and Revision:**

This policy will be reviewed periodically to ensure its effectiveness and relevance to our organization's evolving needs and priorities. Amendments or updates may be made as necessary with input from stakeholders across the organization.

**This policy is approved by:** Simon Cushing (Managing Director)

**Effective Date:** 09/05/2024