

POLICY NAME:	SOCIAL VALUES	DATE:	JANUARY 2026
POLICY REVISION:	02	BY	JONATHAN CLARK
REVIEW PERIOD:	ANNUALLY	REVIEW:	JANUARY 2027



SOCIAL VALUES POLICY



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1. AMENDMENTS AND UPDATES

ISSUE	DATE	AMENDMENT / CHANGE
FIRST	Unknown	All previous versions saved in 'Archive' server
02	Jan 2026	Template, wording and sections, part of GFS improvement process.

2. PURPOSE

The purpose of this policy is to define Glass and Framing Solutions Limited's commitment to making a positive, lasting impact on our community, workforce, environment, and society at large. This Social Values Policy outlines our unwavering commitment to promoting ethical practices, social responsibility, and sustainable growth.

Integrating social values into every facet of our business operations, we aim to generate lasting benefits for our clients, employees, partners, and the wider community, building a company culture that prioritises both people and the planet.

3. SCOPE

This policy applies to:

- All employees, temporary staff, agency staff and contractors working at Glass and Framing Solutions Limited.
- All third-party suppliers, contractors, and business partners are expected to comply with the principles outlined in this policy.

4. CORE COMMITMENTS - COMMUNITY ENGAGEMENT AND SUPPORT

- **Local Employment:** We are committed to strengthening our community by recruiting and nurturing local talent. Glass and Framing Solutions Limited provides training, apprenticeships, and employment opportunities aimed at building a skilled workforce while boosting the local economy. We actively seek to collaborate with local job centres and educational institutions to ensure we offer rewarding career paths and support local job creation. By investing in local employment, we aim to create a workforce that reflects our community's diversity and strengths.
- **Charitable Initiatives:** Giving back to the community is a core aspect of our social values. Glass and Framing Solutions Limited supports a range of local charities, community projects, and initiatives that align with our commitment to positive change. We encourage our employees to participate in volunteer programs, fundraising activities, and charity events. By allocating both financial and human resources to these causes, we not only aid those in need but also foster a sense of social responsibility and pride among our team members.
- **Education and Training:** We recognise the importance of education in building a thriving industry and community. Glass and Framing Solutions Limited partners with local schools, colleges, and training centres to promote learning and career opportunities in glazing, framing, and related fields. Through mentorship, work experience placements, and career guidance, we aim to inspire the next generation of skilled professionals, offering them insight into our industry and pathways for their future growth.

5. CORE COMMITMENTS - EMPLOYEE WELLBEING AND DEVELOPMENT

- **Fair Employment Practices:** Our workforce is our greatest asset, and we are committed to creating a diverse and inclusive work environment. We ensure equal opportunities for all employees and applicants, offering fair treatment regardless of gender, race, age, religion, sexual orientation, or disability. Cultivating a culture of respect and inclusion, we aim to unlock the full potential of our diverse team.
- **Training and Development:** Glass and Framing Solutions Limited is dedicated to the ongoing professional growth of our employees. We provide comprehensive training programs, skill enhancement workshops, and career advancement opportunities tailored to individual aspirations and company needs. By investing in our team's development, we empower employees to grow within the company, foster innovation, and contribute to our long-term success.

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- **Health and Wellbeing:** We prioritise the safety, health, and wellbeing of our employees. Glass and Framing Solutions Limited promotes a healthy work-life balance by offering flexible working arrangements, mental health support, and health and wellness programs. We also uphold strict safety standards, ensuring all workspaces are equipped and managed to promote a safe and productive environment for all staff members.

6. CORE COMMITMENTS - ENVIRONMENTAL RESPONSIBILITY

- **Sustainability:** As a leader in the fenestration industry, Glass and Framing Solutions Limited is committed to minimising our environmental impact. We integrate sustainability into our operations by utilising energy-efficient production processes, sourcing eco-friendly materials, and adopting waste reduction initiatives. Our focus on sustainability extends to product design, where we strive to create solutions that improve energy efficiency for our clients while reducing our overall carbon footprint.
- **Resource Management:** We actively pursue methods to reduce waste, conserve natural resources, and recycle materials throughout our operations. Our supply chain partners are encouraged to adopt similar environmentally responsible practices, and we work together to develop innovative solutions that align with our sustainability goals. Our approach not only conserves resources but also sets a benchmark for environmental responsibility within the industry.
- **Carbon Reduction:** Glass and Framing Solutions Limited has implemented a comprehensive Carbon Management Plan and achieved ISO 14001 Certification, reflecting our commitment to continuous improvement in environmental performance. We regularly assess and refine our strategies to reduce carbon emissions, utilising renewable energy sources, optimising logistics, and improving production efficiency. Our goal is to contribute to a cleaner, greener future while setting an example for others in the industry.

7. CORE COMMITMENTS - ETHICAL BUSINESS PRACTICES

- **Transparency and Integrity:** Ethical conduct forms the backbone of our business operations, Glass and Framing Solutions Limited is committed to transparency in all dealings with clients, suppliers, partners, and stakeholders. We maintain open communication, honest business practices, and adhere to the highest ethical standards to build trust and foster lasting relationships.
- **Supplier Engagement:** Our commitment to social values extends to our supply chain. We work closely with suppliers to ensure they uphold fair labour practices, ethical sourcing, and social responsibility. By fostering a network of partners who share our values, we aim to create a ripple effect that promotes ethical and sustainable business practices across the industry.
- **Compliance and Governance:** Glass and Framing Solutions Limited complies with all relevant laws, regulations, and industry standards. We actively monitor and review our operations to ensure that we consistently meet social, environmental, and ethical guidelines. We take a proactive approach to governance, ensuring that our practices are transparent, responsible, and aligned with our commitment to social values.

8. IMPLEMENTATION AND MONITORING

- **Action Plan:** Glass and Framing Solutions Limited will develop and maintain a Social Values Action Plan, outlining specific initiatives, measurable targets, and clear timelines to address each of the core commitments detailed in this policy. This plan will guide our efforts to maximise social impact and track progress.
- **Employee Involvement:** We believe that every employee plays a vital role in our social values journey. Glass and Framing Solutions Limited encourages team members at all levels to engage in social value activities and share their ideas for enhancing our community impact. We will organise regular meetings, workshops, and training sessions to foster a culture of awareness, inclusivity, and active participation.
- **Monitor and Reporting:** To ensure transparency and continuous improvement, we will review our Social Values Policy annually. We will report on our social value activities, achievements, and areas for improvement, keeping employees, clients, and community partners informed of our progress.

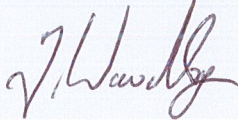
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9. REVIEW AND CONTINUOUS IMPROVEMENT

This policy will be:

- Reviewed annually by Senior Management or more frequently if legislation or business operations change.
- Updated as necessary to ensure continued compliance and effectiveness.
- Supported by periodic audits and feedback mechanisms to identify and address potential weaknesses.

SIGNED:	
NAME:	Tony Waudby
TITLE:	Managing Director
SIGNED FOR:	Glass and Framing Solutions Limited
DATE:	15 th January 2026

