

Social Value Policy
Ironcraft Fabrications Ltd

1. Policy Statement

Ironcraft Fabrications Ltd is committed to delivering positive social, economic, and environmental value through our operations, supply chain, and community engagement. We recognise our responsibility to contribute to sustainable development, support local communities, protect the environment, and promote fair and inclusive employment practices. This policy sets out how we embed social value into our business decisions and day-to-day activities.

2. Scope

This policy applies to:

All employees, directors, and agency workers
Subcontractors and suppliers working on behalf of Ironcraft Fabrications Ltd
All projects, contracts, and operational activities

3. Our Social Value Objectives

We focus on four core areas:

Economic and Community Benefit
Employment, Skills, and Equality
Environmental Responsibility
Ethical Supply Chain and Governance

4. Economic and Community Benefit

Ironcraft Fabrications Ltd aims to support local and regional economic growth by:
Prioritising the use of local suppliers and subcontractors where commercially viable
Supporting small and medium-sized enterprises (SMEs) within our supply chain
Creating employment opportunities within the local community
Engaging with local schools, colleges, and training providers to promote careers in fabrication, welding, and engineering
Supporting local charities, community projects, or apprenticeships where possible

5. Employment, Skills, and Equality

We are committed to being a fair, inclusive, and responsible employer by:
Providing safe, secure, and fairly paid employment
Investing in training, upskilling, and apprenticeships to develop our workforce
Promoting equality, diversity, and inclusion in line with the Equality Act 2010
Preventing discrimination, harassment, and bullying in the workplace
Supporting employee wellbeing, mental health, and work-life balance
Encouraging progression and long-term career development

6. Environmental Responsibility

Ironcraft Fabrications Ltd recognises the environmental impact of fabrication and manufacturing activities and is committed to:

Reducing waste and promoting reuse and recycling of materials

Using resources efficiently, including energy, water, and raw materials

Minimising carbon emissions where practicable

Complying with all environmental legislation and regulations

Working with suppliers who demonstrate environmentally responsible practices

Continually improving our environmental performance

7. Ethical Supply Chain and Governance

We expect high standards of ethical behaviour throughout our supply chain:

Working only with suppliers who comply with relevant labour, health & safety, and environmental laws

Opposing modern slavery, forced labour, and unethical working practices

Promoting transparency, integrity, and accountability in all business dealings

Ensuring health and safety remains a top priority on all sites and projects

8. Monitoring and Continuous Improvement

Ironcraft Fabrications Ltd will:

Monitor social value commitments and outcomes where appropriate

Review this policy annually or as business needs change

Seek opportunities to improve social value delivery through feedback, learning, and innovation

9. Responsibility

Overall responsibility for this policy rests with the Directors of Ironcraft Fabrications Ltd. All employees and subcontractors are expected to support and uphold its principles.

10. Policy Review

This policy will be reviewed annually and updated to reflect changes in legislation, best practice, and business objectives.

Approved by:

Director, Ironcraft Fabrications Ltd

Date: 14/01/2026

Next Review Date: 14/01/2027