

Company name:	Mainstay Recruitment Solutions LTD ("the Company")
Model policy name:	Social Value policy
Date:	18/08/2025
Version:	5

At Mainstay Recruitment we support job-seekers, local communities and enable business growth to deliver community benefits and additional social value. We assist our customers with an aim to maximise social, economic and environmental wellbeing of local communities in accordance with The Public Services (Social Value) Act 2012, The Procurement Reform (Scotland) Act 2014 and The Wellbeing of Future Generations (Wales) Act 2015.

Through collaboration with our supply chain, we are committed to:

Employment and Skills:

- > Enabling local people to obtain the skills needed to access employment
- > Providing our employees with new skills for the future
- > Creating employment opportunities within the communities that we work
- > Removing barriers to employment in industry for underrepresented and disadvantaged groups
- > Offering employment opportunities to those who serve or have served in our armed forces

Local Business & Economy:

- > Providing work opportunities for small, medium, micro-sized businesses, social enterprises and minority owned businesses
- > Procuring goods and services locally where possible

Community Engagement:

- > Carrying out volunteering activities that deliver benefits to local communities • Partnering with national charities through our fundraising events
- > Working with local charities on key themes to deliver additional benefits to the communities in which work as well as fundraising events
- > Working with education and training providers, industry bodies and charities to offer work experience opportunities
- > Supporting our people to live healthier lives

Environment:

- > Using resources efficiently to reduce waste and maximise value
- > Playing our part to reduce air pollution, noise, and nuisance within local communities to improve health and well-being
- > Promoting sustainable and ethical practises

Governance, Measurement & Reporting:

- > Maintaining clear accountability for delivering this policy
- > Monitoring and reporting our social value impact by using recognised independent tools
- > Continuously improving our standards, efficiency and effectiveness

We will communicate this policy to our employees, supply chain partners and relevant interested parties and review it on an annual basis.