
Social Value Policy

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Introduction

Weber Industries is a bespoke fabrication and design consultancy studio based in south-east London. Our team mission is defined in three key words: creativity, collaboration and community. We strive to make a positive impact in all aspects of our working practice, and to deliver additional social value in accordance with The Public Services (Social Value) Act 2012.

Our Social Value commitments

Through collaboration with our clients and supply chain, Weber Industries is committed to:

1. Supporting local business and economic growth
 - Working with local small and medium enterprises, voluntary, community and social enterprises, and minority owned businesses as clients and collaborators as well as in our supply chain
 - Prioritising projects that add social value, including those designed for community use, that contribute towards placemaking, or enrich local culture
2. Offering employment and skills development
 - Generating meaningful employment opportunities
 - Committing to developing the personal growth and professional development of our team through training opportunities
 - Encouraging skill-sharing
 - Making work placement opportunities available for young people and those who face barriers to employment
 - Paying all our workers above the London Living Wage
3. Tackling workforce inequality
 - Offering equal opportunities for employment, training, pay and promotion
 - Supporting in-work progression that allows everyone to reach their full potential
 - Making reasonable adjustments to support an increase of disabled and neurodiverse people in work
 - Taking action against all forms of inequality and discrimination in our workforce and supply chain



Bespoke fabrication &
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- Taking action against modern slavery and all other forms of exploitation in our workforce and supply chain
4. Building sustainable supply chains
 - Promoting ethical and sustainable procurement
 - Developing a diverse supply chain, including local business, SMEs, social enterprise and start-ups
 - Investing in innovation and technology that adds economic, social and environmental value
 - Engaging with suppliers and subcontractors to share best practice and support mutual growth
 - Mitigating risk through internal approval processes and quality management
 5. Upholding environmental responsibilities
 - Working to reduce carbon emissions and excess waste
 - Collaborating with clients, collaborators, suppliers and subcontractors to reduce the environmental impact of our work and create opportunities to support environmental protection and improvement
 - Engaging in training and development to deepen our knowledge of environmental best practice within our industry and new research and innovation that we can apply to our work
 6. Improving health and wellbeing
 - Promoting high standards of health and safety to protect our team, clients, collaborators and the public
 - Investing in technology, equipment and studio developments that improve working conditions
 - Maintaining clear and transparent communications with our team, with an open-door policy up to the highest levels of management for anyone wishing to offer feedback, ask questions or raise concerns
 - Promoting a positive workplace through regular social activities
 - Supporting mental health and wellbeing with a dedicated Mental Health Workplace First Responder
 7. Committing to our community
 - Engage with issues arising in our local community and take up opportunities to create positive change
 - Support initiatives that widen participation in our industry, such as hosting work experience, studio visits, talks and workshops
 - Contribute to our local community through volunteering, social enterprise, and donations (for example, of left-over material)

Monitoring and improvement

We will continually improve and monitor our performance with respect to The Public Services (Social Value) Act 2012.



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This policy will be reviewed on an annual basis by management to assess our achievements and identify areas for improvement. A Policy Report will be communicated to the team for feedback, before the updated policy is published.

Our policies are verified annually as part of our SafeContractor SSIP accreditation—demonstrating best practice with respect to sustainability and health and safety.



CGM Weber
Director, Weber Industries

Policy Date: September 2024

Review Date: July 2025



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