

Perform Green

Social Value Procurement Policy

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DOCUMENT INFORMATION

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VERSION HISTORY

Amendment/Reason	Version	Date
Created	1.0	December 2025
Review & Refresh	1.1	December 2027

Social Value Procurement Policy

1. Introduction and Statement of Intent

Perform Green is committed to creating positive social, environmental, and economic impacts through our business operations and the delivery of our services. As a Certified B Corporation ("B Corp") since 2018, we recognise that our responsibility extends beyond project delivery to the long-term wellbeing of the communities in which we operate and the health of the planet.

Our B Corp status is a legal and moral commitment to the "Declaration of Interdependence," affirming that we must be the change we seek in the world and conduct business as if people and place mattered. This Social Value Policy is rooted in our core company values:

- **TRUST:** We build collaborative, high trust partnerships between our clients and our people. We are authentic and trusted in that relationship.
- **INNOVATION:** We find new ways to solve old and new problems, bringing original thinking and the application innovative solutions from elsewhere.
- **RESULTS:** Our people are highly experienced, building and sharing that experience to deliver demonstrable results for our clients.
- **SUSTAINABILITY:** We embed change and create sustainability for the long-term. We do this through our working practices, and through implementing our belief that we have to be enjoyable to work with; for our clients and our people.
- **LEGACY:** We leave a positive legacy, enabling our clients and our people to develop and continue to succeed long after our involvement.

This policy ensures alignment with both the UK Social Value Model (PPN 06/20) and the rigorous standards of the B Impact Assessment (BIA).

2. Who is covered by the policy?

- 2.1 This Social Value Procurement policy applies to all employees (whether temporary, fixed-term, or permanent), consultants, contractors, trainees, seconded staff, home workers, casual workers, agency staff, volunteers, interns, agents, sponsors, or any other person or persons associated with us (including third parties), or any of our subsidiaries or their employees, no matter where they are located (within or outside of the UK).
- 2.2 In the context of this policy, third-party refers to any individual or organisation our company meets and works with. It refers to actual and potential clients, customers, suppliers, distributors, business contacts, agents, advisers, and government and public bodies – this includes their advisors, representatives and officials, politicians, and public parties.
- 2.3 Any arrangements our company makes with a third party is subject to clear contractual terms, including specific provisions that require the third party to comply with minimum standards and procedures relating to social value in procurement.

3. Policy statement

In line with the B Corp Community pillar and our values, we ensure that our supply chain reflects our values and contributes to a more inclusive, equitable, and regenerative economic system.

3.1 Supplier Selection and Code of Conduct

- **Ethical Screening:** We prioritise suppliers who demonstrate high social and environmental performance. We are Inquisitive in our due diligence, using the B Corp framework to evaluate potential partners' transparency and ethical standing.
- **Modern Slavery:** We maintain a zero-tolerance approach to modern slavery and human trafficking, requiring all major suppliers to demonstrate compliance with the Modern Slavery Act 2015. Perform Green has a comprehensive Sustainability policy, published on our website here: <https://www.performgreen.co.uk/wp-content/uploads/2021/02/Modern-Slavery-and-Human-Trafficking-Policy-v2.0.pdf>
- **Local and SME Support:** To stimulate local economic growth and reduce transport-related emissions, we prioritise local suppliers and Small to Medium-sized Enterprises (SMEs).

3.2 Fair Payment and Living Wage

- **Prompt Payment:** We adhere to the Prompt Payment Code to support the financial stability of our subcontractors and smaller partners.
- **Real Living Wage:** Perform Green are an accredited Living Wage employer, committed to the Real Living Wage and encourage our supply chain partners to adopt these standards as defined by the Living Wage Foundation.

3.3 Supply Chain Diversity

- **Inclusive Engagement:** We actively seek to engage with diverse-led businesses (e.g., those owned by women, ethnic minorities, or people with disabilities) to foster economic equity, a core tenet of our B Corp commitment and our Generous approach to market growth.

4. Environmental Stewardship and Sustainability

Under the B Corp Environment pillar, Perform Green is Challenging the status quo of digital delivery to lead the transition to a Net Zero economy.

4.1 Carbon Reduction and Net Zero

- **Operational Emissions:** We are committed to achieving Net Zero emissions for our operations. We apply Smart thinking to track and report on Scope 1, 2, and 3 emissions annually as part of our B Corp transparency requirements.
- **Travel Policy:** We prioritise digital-first collaboration. When travel is necessary, we mandate the use of public transport, cycling, or electric vehicles.

4.2 Resource Efficiency and Waste

- **Circular Economy:** We adopt "reduce, reuse, recycle" principles, prioritising refurbished hardware and ensuring the ethical disposal of electronic waste (e-waste).
- **Digital Sustainability:** We use Smart digital architecture and hosting solutions to use green energy, minimising the carbon footprint of the data we manage for ourselves and our clients.

4.3 Biodiversity and Local Environment

- We support local environmental initiatives and biodiversity restoration through corporate volunteering and financial contributions, aligning our business success with the health of the local ecosystem.

Perform Green has a comprehensive Sustainability policy, published on our website here: <https://www.performgreen.co.uk/wp-content/uploads/2021/02/Sustainability-Policy-V2.0.pdf>

5. HR Policies and Procedures: People and Culture

Perform Green are a people business. Our HR policies reflect the B Corp Workers pillar and our commitment to being Inquisitive about the future of work.

5.1 Equality, Diversity, and Inclusion (EDI)

- **Inclusive Recruitment:** We use structured grading and diverse interview panels to mitigate unconscious bias. We are challenging traditional hiring norms to ensure a truly representative workforce.
- **Accessibility:** We provide reasonable adjustments to ensure our workplace and digital tools remain fully accessible to individuals with disabilities.
- Perform Green has a comprehensive EDI policy, published on our website here: <https://www.performgreen.co.uk/wp-content/uploads/2021/02/Equality-and-Diversity-Policy-V2.0.pdf>

5.2 Health, Safety, and Wellbeing

- Perform Green has a comprehensive Health and Safety policy, published on our website here: <https://www.performgreen.co.uk/wp-content/uploads/2021/02/Health-and-Safety-Policy-V2.0.pdf>

5.3 Training and Skills Development

- **Lifelong Learning:** Perform Green provides appropriate budget and time for employee professional development, encouraging an inquisitive mindset.
- **Social Mobility:** Through apprenticeships and internships, we provide pathways for early career individuals to gain skills in the sustainability and digital sectors, reflecting our spirit of knowledge sharing.

6. Governance, Monitoring, and Reporting

To maintain our standing as a force for good, we implement robust governance measures:

- **Legal Accountability:** We have integrated B Corp stakeholder commitments into our company governing documents, ensuring we are accountable to all stakeholders, not just shareholders.
- **B Impact Assessment:** We use the BIA to benchmark our performance and identify areas for improvement.
- **Transparency:** We publish an Annual Impact Report as required by B Lab UK, detailing our progress against our social and environmental targets.
- **Recertification:** We commit to a rigorous B Corp recertification process every three years to verify our continued adherence to the highest global standards.

Perform Green: Creating a Green and Smart Society