



Social Value Policy

1. Purpose

Fleet Service Limited is committed to creating positive social, economic, and environmental outcomes through our vehicle repair and conversion services. We aim to support local communities, provide employment opportunities, reduce environmental impact, and conduct our business operations responsibly.

2. Employment and Skills

Fleet Service Limited will:

- Prioritise recruitment from the local area wherever possible.
- Offer apprenticeships a minimum of three years, work placements for local schools, and training opportunities for young people, as well as those seeking careers in vehicle maintenance and engineering industries.
- Support employee development through ongoing technical, accreditation, health and safety training schemes.
- Promote equality, diversity, and inclusion within recruitment and employment practices.
- Provide fair wages which as a minimum meet with the real living wage and offer a safe, supportive working environment.

3. Supporting the Local Economy

Fleet Service Limited will:

- Source goods and services where possible from local suppliers, if practical and cost-effective.
- Support small and medium-sized enterprises throughout Lancashire and the North West.
- Build long-term relationships with local businesses and community groups.
- Contribute to economic growth through local spending and employment.

Reference ID: FS/SVP	Version 1
Classification: Non-Confidential	Issued 10/06/2026

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4. Environmental Responsibility

Fleet Service Limited will:

- Reduce waste through recycling of vehicle parts, metals, oils, batteries, and packaging. When and were practically possible.
- Minimise energy consumption in our workshops and offices, which is being achieved using solar systems, appropriate equipment maintenance and low energy procedures.
- Promote sustainable vehicle solutions, including conversions that improve fuel efficiency, increased asset longevity, asset recycling and the technical support and maintenance of low-emission technologies.
- Seek opportunities to reduce carbon emissions from our operations.
- Comply with environmental legislation and industry best practices.
- Safeguard wildlife when and where feasible and practical

5. Community Engagement

Fleet Service Limited will:

- Support local charities, community groups, and fundraising initiatives wherever possible.
- Offer the supply of maintenance, recovery and the supply of vehicle assets to local charity groups, wherever practical and feasible.
- Offer educational visits or career talks to local schools and colleges.
- Participate in community projects that improve local wellbeing and opportunities.
- Encourage employees to engage in volunteering activities.

6. Health, Safety and Wellbeing

Fleet Service Limited will:

- Maintain high standards of workplace health and safety.
- Provide appropriate training, equipment, and supervision to all employees.
- Promote physical and mental wellbeing within the workforce.
- Foster a culture of respect, inclusion, a relaxed working environment and employee engagement.

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7. Ethical Business Practices

Fleet Service Limited will:

- Operate with honesty, integrity, and transparency.
- Maintain robust anti-bribery, anti-corruption, and modern slavery procedures.
- Treat customers, suppliers, and employees fairly and respectfully.
- Ensure compliance with all legal and regulatory requirements.

8. Measuring Social Value

Fleet Service Limited will monitor and review social value outcomes annually, which will include:

- Quantity of local people employed.
- Apprenticeships and training hours delivered.
- Local supplier expenditure.
- Waste recycled and environmental improvements achieved.
- Community initiatives supported.

9. Commitment Statement

Fleet Service Limited recognises that our businesses success should create benefits beyond the services we provide. We're committed to delivering measurable social value through responsible business practices, investment in people, support for local communities, as well as protection of the environment and wildlife.

Graham Beston (**Director**)

Anne Swarbrick (**Director**)

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