

# Sustainability Statement



PGE Landscaping Ltd believe that business has a significant part to play in the development of a sustainable society that meets the needs and aspirations of the current generation without compromising the ability of future generations to meet theirs.

In setting our business goals and values, we have a responsibility to consider the environmental, social and economic impact in all the business decisions we take, including:

- To act ethically and with integrity in all our business relationships
- To comply with all relevant statutory regulations and act in accordance with codes of practise
- To develop our business paying full regard to the environment and where practical, taking into account the view of all parties whose interest may be affected
- Minimising our use of raw materials/resources and recycling where possible
- Where practical only using materials from sustainable sources
- Ensuring all our employees are treated equally and provided with a safe, stable, enjoyable working environment, irrespective of disability, race, colour, religion, nationality, ethnic origin, age, sex, sexual orientation or marital status. The Company shall appoint, train, develop and promote on the basis of merit and ability.
- To operate effective systems and controls to minimise the risk of slavery and human trafficking taking place anywhere in its business or its supply chains
- To treat all personal data in accordance with GDPR
- To pay at or above the National Living Wage
- To get involved in community and charitable causes
- Promoting respect towards others and taking a zero tolerance approach towards bullying and discrimination of any type
- To encourage whistleblowing practices so as to ensure employees are able to raise concerns about malpractice or wrongdoing

The Managing Director has ultimate responsibility for sustainability and through the management team and staff, will direct this policy to all interested parties

## Explaining UK Wage Rates

	THE MINIMUM WAGE <small>Government minimum for under 25s</small>	NATIONAL LIVING WAGE <small>Government minimum for over 25s</small>	REAL LIVING WAGE <small>The only wage rate based on what people need to live</small>
WHAT IS IT?	£7.38	£7.83	£8.75 across the UK and £10.20 in London
IS IT THE LAW?	Statutory	Statutory	Voluntary
WHAT AGE GROUP IS COVERED?	21 and older	25 and older	18 and older
HOW IS IT SET?	Negotiated settlement based on recommendations from businesses and trade unions	A % of medium earnings, currently at 55%, it aims to reach 60% of median earnings by 2020.	Calculation made according to the cost of living, based on a basket of household goods and services
IS THERE A LONDON WEIGHTING?	No London Weighting	No London Weighting	Yes - Separate higher rate for London

### Policy and Statement Sign-off

The Managing Director of PGE Landscaping Ltd has signed approval of our statement and policy:

Signature

**This Policy Review:**  
**Next Policy Review:**

**January 2020**  
**January 2021**

Meadow Bank Farm, Stoney Lane, Alvechurch B48 7DG

T: 0121 447 7908

W: [www.pgelandscaping.com](http://www.pgelandscaping.com)

Registered Office: Meryll House, 57 Worcester Road, Bromsgrove B61 7DN

Company Registration: 6813294

VAT No: 945300735

