



Sustainability & Social Value Policy

Practical social, economic and environmental value alongside client delivery.

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Purpose

Becks & Clates seeks to create positive social value through responsible employment, skills, local economic participation, inclusive practice and lower-impact delivery.

Social value commitments made in bids or contracts are treated as delivery obligations. We will not make numerical commitments that cannot be reasonably evidenced and achieved.

Employment, skills and young people

- Provide fair access to freelance and employment opportunities based on role requirements.
- Where practical, support students and early-career people through work experience, shadowing, portfolio feedback or skills sessions.
- Use real client work to build transferable production, marketing, communication and digital skills where confidentiality permits.
- Encourage safe and responsible professional standards, particularly for location production and client environments.

Local and SME economic value

- Consider local crew, venues, suppliers and service providers when they meet project requirements.
- Provide SMEs and freelancers with clear briefs, agreed payment terms and proportionate onboarding.
- Avoid unnecessary barriers to smaller suppliers while maintaining client, safety and compliance standards.

Community and pro-bono activity

Becks & Clates may provide selected pro-bono or reduced-fee creative support where there is a credible community benefit and sufficient capacity. Such commitments must be approved to ensure they do not undermine paid client delivery or worker wellbeing.

Environment and carbon

- Apply the Environmental Policy and Carbon Reduction Plan.
- Use digital-first workflows, efficient travel planning, equipment life extension and responsible e-waste routes.
- Support clients with accurate sustainability communications and challenge unsupported environmental claims where identified.

Equality and inclusion

- Apply the Equality, Diversity & Inclusion Policy to employment, freelancers, suppliers and content production.
- Consider accessibility in content formats where required, including captions, transcripts and alternative formats.
- Seek representative and respectful portrayal where casting or contributor selection forms part of the brief.

Social value commitments and evidence

Theme	Examples of evidence
Skills	Placement records, workshop attendance, mentoring hours
Local spend	Supplier invoices / project procurement records
Employment	Freelance or employment opportunities created
Community	Approved pro-bono activity and outcomes
Environment	Travel choices, equipment/waste records, carbon actions
Inclusion	Accessibility deliverables, supplier/recruitment controls

Where a client contract defines specific social-value KPIs, the project lead records them at mobilisation and tracks progress through delivery.

Governance and review

- The Director approves material social-value commitments.
- Project leads collect evidence for contract-specific commitments.
- Performance and priorities are reviewed annually and significant commitments are reported accurately.