

GROW'S SOCIAL VALUE POLICY 2022

GROW is committed to providing social value. We take a proactive approach to this commitment which is central to all decisions we make about the business & our activity. This has been the case since 2014.

This Policy document summarises our responsibility & commitments. We also have an annual Sustainability Action Plan in place which identifies & details key social value objectives, targets & ambitions which informs our overall strategy & everyday actions.

RESPONSIBILITIES

- Comply with legal requirements & stay abreast with changes & respond quickly & efficiently
- Develop & deliver milestones & review progress on our Sustainability Action Plan 2022
- Show leadership & provide support to our team, partners, suppliers & contractors to share our commitments to this Policy & Grow's Sustainability Action Plan

EMPLOYMENT & SKILLS

- Create employment opportunities within the community & remove barriers to employment for underrepresented & disadvantaged groups
- Provide team training opportunities in hospitality; sustainability; HR; marketing & events
- Enable local people to obtain skills needed to access employment by hosting workshops on sustainability, arts & music
- Employ a workforce whom are Hackney residents or reside in nearby boroughs
- Engage with the 'Attitude is Everything' charter for Grassroots Music Venue

LOCAL BUSINESS & ECONOMY

- Pay London Living Wage, as a minimum, to all employees (in place since 2014)
- Provide work & partnership opportunities for small, medium, micro-sized businesses
- Prioritise suppliers & partners from social enterprises, minority owned businesses & those who promote social mobility, diversity & inclusion
- Promote the work of local businesses & partners in the area of sustainability by sharing products and services via our networks



HIGHLIGHTS IN SOCIAL VALUE 2021 (PART 1)

- Monthly market promoting conscious consumerism; sustainability & wellbeing
- Series of skill sharing online talks/workshops with artists/musicians called 'Grow at Home'
- Workshops on planting, installing floating ecosystem & making furniture from old tyres
- Launch of 'Growing Communities' organic veg pick up station for the local community
- Creation of 'pop-up' outdoor meeting area in Grow's Yard with aromatic planters
- Instagram campaign to raise awareness sustainability ideas/initiatives
- Launch of HR Portal for clear communication & wellbeing information for employees
- Series of comedy cabaret fundraisers to raise funds for local charity: Hackney Night Shelter

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COMMUNITY ENGAGEMENT

- Work with local charities to raise vital funds & awareness of areas of work with focus on social & environmental value
- Partner with local community groups to host & partake in cultural & sustainable events
- Engage with local enterprises residents groups to ensure we encourage participation with our events & skill/knowledge sharing workshops/talks
- Improve the health & wellbeing of local residents & employees by connecting people online during restrictions of the pandemic
- Use our digital networks to expand the reach of our engagement

ENVIRONMENT

- Continue use of eco-electricity (since 2015) to reduce carbon footprint & part of carbon reduction plan
- Emphasis on & promotion of a majority plant-based menu, supplied locally & ethically
- Work with product suppliers who commit to low environmental impact & source responsibly
- Further reduce wastage from packaging, food, event materials & continue to upcycle/ reuse/recycle as much as possible
- Continue use of eco-friendly cleaning products
- Improve biodiversity & water quality with Grow's Floating Ecosystem in the River Lea
- Support wildlife with our herbal planters
- Reduce water use
- Expand programme of training to the team; talks/workshops for local residents & digital communication to reach wider audiences on environmental matters

GOVERNANCE, MEASUREMENT & REPORTING

- Develop & deliver milestones & review progress on our Sustainability Action Plan 2022 & Policies
- Maintaining clear accountability & provide leadership & support our team, partners, suppliers & contractors



HIGHLIGHTS IN SOCIAL EQUITY 2021 (PART 2)

- Partnership with Hackney Tours with people culminating at Grow after a guided walk and with walking artist, Simon Cole our writer-in-resident
- Working with local suppliers including selling Hackney Herbal's organic teas and Kompassion Kumbucha brewed in Grow Studios
- 6 year anniversary of using eco-electricity
- Volunteers installed a floating ecosystem to improve biodiversity & water quality of the River Lea

Quote from Hackney Mayor, Philip Glanville:

"Grow combines culture, ecological sustainability & ethical business with community at its heart. This space is one of a kind & its innovative approach is not only an anchor cultural and creative institution in Hackney Wick, but worthy of national & international recognition"