

## Challenges:

IWC ensure our people are at the heart of all decisions made in the company and by committing to the People Matter Charter, we are able to demonstrate our commitment to this.

Over the course of the last year, since signing the PMC, IWC have implemented a new social value strategy – setting bold targets to achieve by 2030 across three themes, Social, Economic and Environmental.

The PMC is reviewed annually in Management Reviews, alongside our Social Value Commitment.

## Impact:

Since committing to the PMC, we understand the importance of ensuring the 8 commitments are met.

We actively encourage those in high-level management positions to become FIR Ambassadors – this includes a target to have several of our Site Supervisors become FIR Ambassadors over the next year.

As we encourage a wide range of individuals to engage with the School, there is a plan in place to set all office and supervisory staff Modern Slavery training via the school. This will then become part of the induction for Site Supervisors.

The company encourages all employees and the Production Team to engage with the school and to benchmark themselves in areas they may require assistance with.

Over the last 12 months, we have also trained 10 MHFA – including Site Supervisors and Office staff.

Social Value resources have been utilised to help create or social value strategy.

Over the next 12 months, we will be re-evaluating our supply chain, and issuing a new PQQ to all suppliers.

This will include requesting the submission of various policies, including Modern Slavery, how they conduct Right to Work checks, etc.

## Value gained:

Upon committing to the PMC, IWC have become a Living Wage Accredited employer and will continue to be so by reviewing wage increases.

Our social value commitment has been implemented across the business and we will review this annually in Management Reviews.

## Top tips:

We would encourage all companies look at committing to the PMC by using it as a starting block. The Charter doesn't say you have to achieve each commitment; however, it is a tool to guide you. Companies just have to show that they are trying to achieve the desired outcomes.

## FACT BOX

### Company Name

IAN WILLIAMS CARPENTRY LTD

### No of employees

35

### HQ

Pontyclun

### Website

[www.iwc.uk.net](http://www.iwc.uk.net)

### Main contact

Annemarie Jenkins (Quality & Environmental Manager)

### Services

Carpentry & Joinery

### About

IWC is the leading carpentry contractor throughout Wales and the South West of England, covering a range of industry sectors including health, education, residential, government and retail.

Our scope is vast, encompassing supply and fix carpentry packages with values up to £3 million per contract.