

Mission Values & Social Value Statement

Door and Joinery Specialists

JOINERY STOCKISTS
LIMITED

Est. 1961





OUR MISSION:

We are a three-generation small business that has operated since 1961 in Greater Manchester (GM). We have expanded to reach other parts of the North, but our prime focus is within the GM region.

In 1961 our business was very different, we focussed on 3 basic principles; winning work; delivering and getting paid.

What is important NOW:

- Winning the right type of work, focussing on what we do well.
- Targeting how we win work, by promoting our approach and commitment to Social Value and adding value to People, Planet and Place.
- Focussing on who we work with. We are a 'good' business and want to work with 'good' buyers and suppliers who encourage a positive approach to Social Value.
- Evidencing our commitment as a local SME that impacts locally in terms of buying and supplying that impacts on the local economy and impacts socially to our communities by keeping the 'local £ local'.
- Continuously improving how we manufacture and supply in a sustainable way to contribute to tackling climate change.
- Ensuring we get paid, and how we pay, as cash flow is key to survival as an SME.



OUR VISION:

As a local SME, based in Stockport, Cheshire, we aim to be a leading Northwest of England SME serving Local Authorities, Contractors and Retail Customers delivering exceptional service in the joinery manufacture supply sector.

We will achieve our vision by:

- Engaging with our customers and understanding their needs
- Providing exceptional levels of service that combine innovation and best practice
- Growing the business to serve customers in a wider range of sectors and geographies
- Employing great people in a values driven culture
- Responding to the needs of our planet, our people and communities and the places where we work to secure our collective future.



OUR VALUES:



Fulfilling our people's potential

- We create clear career pathways for employees so that they can see their own future and can fulfil their ambitions as the company grows.
- We provide in house and external training so that our Employees are continually enhancing existing core skills and learning new skills to help them be the best at what they do.
- We operate a buddy system with our apprentices.



Passionate about our work

- We actively celebrate our successes with our staff.
- Passion resonates from all our people from apprentice to company directors. It is on our company DNA.



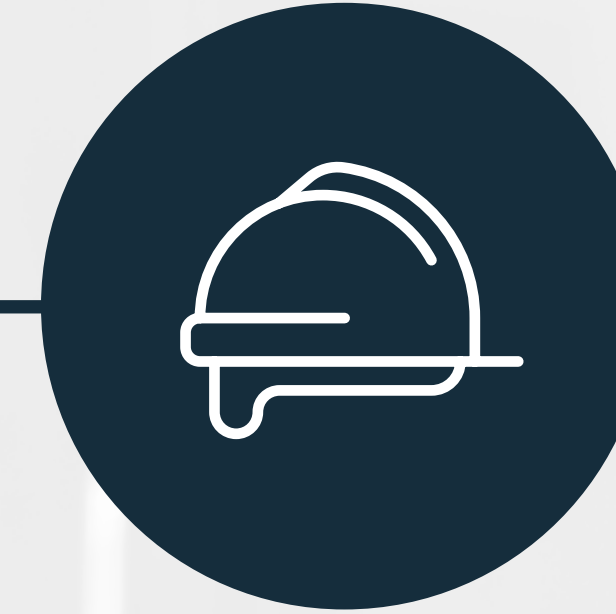
Committed to customer relationships

- Nothing is too much trouble.
- Repeat business is good business and a large % of our customer base is repeat business; that says a lot about us!



Dedicated to detail

- We will always look for the most efficient method of delivery
- We will never compromise on quality



Acting responsibly and safely

- Our staff take are acutely aware of themselves and others in everything they do.
- Our policies dictate that nothing is worth taking a chance when it comes to Health and Safety. Non-compliance is not an option!

OUR COMMITMENT TO:



People



Planet



Place



PEOPLE

At Joinery Stockists Ltd:

- We are a collective of committed individual people regarding ourselves as ‘custodians of our planet’.
- We are also committed as good employers of local people; we are conscious buyers and suppliers supporting other businesses and communities within our local region. This is in our company DNA and an evident part of our company culture.

Joinery Stockists Employment Outcomes:

- Creating local employment
- Creating equal employment opportunities
- Providing skills and employment for good work
- Providing good work opportunities
- Developing life and business skills
- Developing skills and experience for future work

Examples of our practices since 2023/24:

- All our employees are paid above the minimum wage.
- We pay sick pay.
- We have a company pension scheme for all our employees.
- We have a work from home policy which is operated where practicable.
- We have given all of our staff cost of living pay rises for the past 5 years.
- We invest in our people by providing structured training to all our staff.
- We are an equal opportunities and diversity employer with requisite policies.
- We operate a structure profit share scheme which for all our employees.
- We are recruiting an apprentice.
- We care about our staff.





PLANET



At Joinery Stockists Ltd:

- We recognise we ALL live on the same planet!
- We know the UK government is committed to a Net Zero target of 2050 and in the Greater Manchester region a Net Zero target of 2038.
- Our commitment to the planet is front and centre to all that we do, we continually try to adapt our trading practices to respond to changing financial and environmental climates.
- We actively source locally and responsibly and we continually re-evaluate our business approaches to drive efficiency and reduce impact on the local communities and our planet.

Joinery Stockists Environmental Outcomes:

- Restoring climate and improving air quality and offsetting
- Promoting environmentally sustainable procurement
- Supporting the environment and biodiversity conservation

Examples of our practices since 2023/24:

- We centralised our business operations and closed our Yorkshire storage hub to focus operations out of Stockport/Greater Manchester. We have retained our customer base and reduced our carbon footprint significantly by streamlining our logistics,
- We have invested in a new, more efficient, delivery vehicles.
- We have purchased a flat-bed delivery vehicle for at Euro 6 vehicle with lower emissions.
- We have re-evaluated our logistics programming / planning to ensure that our delivery schedules to customers are as efficient as possible to reduce protect the planet and help with efficiencies.
- We make sure that our orders to our suppliers are full loads where possible to reduce freight miles.
- We source and use the local supply chain where we can where we have strong and trusted relationships and focus on sustainable products.
- Our products are all manufactured from sustainable sources; we have appropriate FSC and PEFC Certification to evidence the source of our products.
- We have internal processes to track our products and we are audited annually to maintain our registration /certifications.
- We have a small team, but they all live within 5 miles of the office in Stockport.
- We promote car sharing, walking and cycling to work.
- We have a work from home policy when that is practical and necessary.
- We swapped from LPG gas forklift in the warehouse to an electric forklift.
- We invested in a complete replacement of lighting in our warehouse to LED lights.
- We have invested in cloud-based IT upgrades to become less reliant on paper in our office.
- We send all our waste timber to recycling plants rather than landfill
- We mitigate any use of plastic packaging.



PLACE : Economic

At Joinery Stockists Ltd:

Our commitment is to our local place, our local economy and our local community which comes from being part of the Greater Manchester region and being an SME.

We are a business that delivers locally and understands the importance of local investment and growth by buying and supplying locally and regionally to promote sustainable supply chains within the SME business communities.

Joinery Stockists Economic Outcomes:

- Building diverse and sustainable supply chains
- Promoting a diverse and resilient business community
- Promoting responsible business practices

Examples of our practices since 2023/24:

- Our reach in our supply chain (who we buy from) is circa. 140 local suppliers.
- Our reach to who we supply to is a similar figure.
- Our business survival is paramount as we are seen as a local 'lynch pin' to the wider business communities.
- We practice responsible business ensuring we support the local economy through local employment, local spend, demonstrating good employment practices such as paying above the minimum wage and adhering to equal opportunity and equality principles in our business and HR practices.

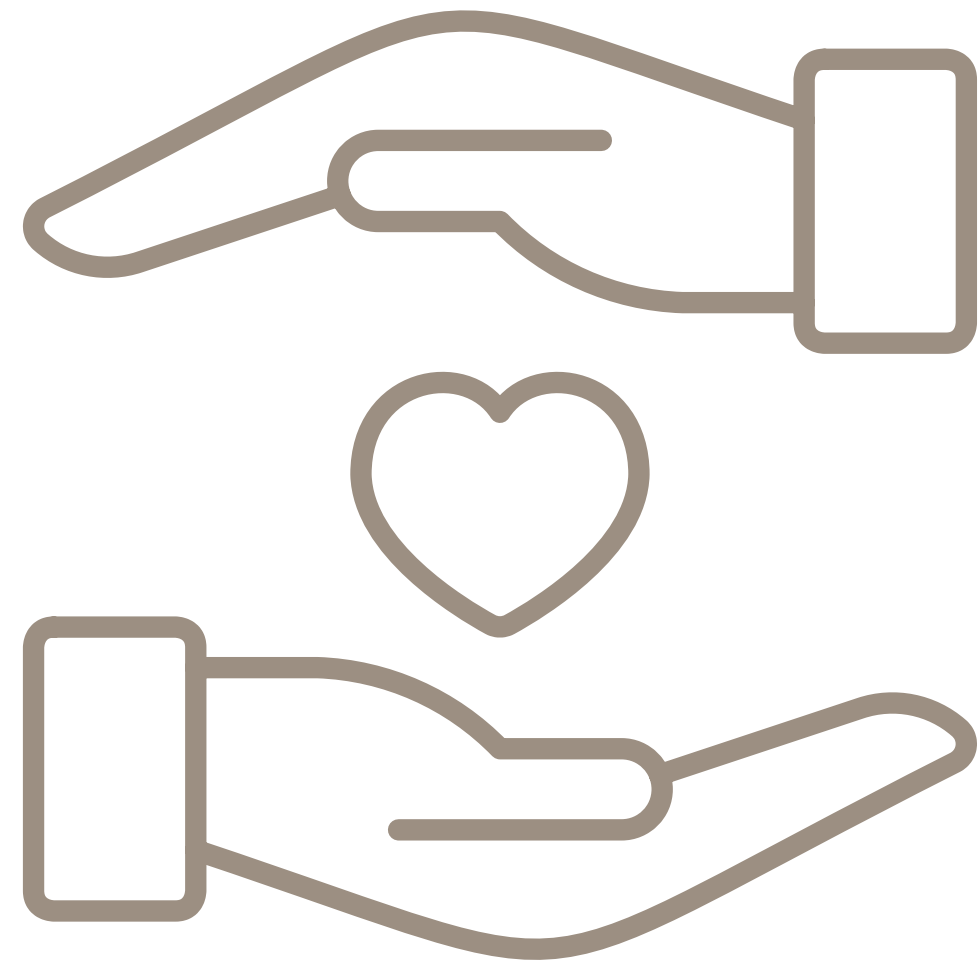




PLACE : Community

Joinery Stockists Community Outcomes:

- Building resilient communities – investing locally, spending locally, putting the community at the heart of our business operation.
- Building community wellbeing



Examples of our practices since 2023/24:

We actively engage in community support programmes to improve social/ economic conditions for communities and businesses. We do this through:

- **Charitable donations:**
We have recently supported a charitable organisation that has helped transform thousands of young lives from disadvantaged backgrounds.
 - **Apprenticeships:**
We have an active apprenticeship programme and by working with a local authority partner we have taken on a young apprentice who is combining work with day release college in warehouse management.
 - **Giving a proportion of profits back via rebates.**
We currently do this with 2 of our major customers in support of local community projects.
 - **Encourage our staff to engage in volunteering work in the community.**
One of our Directors manages the Cheshire County U18 golf squad and has done for a number of years. We support sponsoring a junior golf team with kit at a local golf club.
- We actively engage in local round table events to share knowledge and shared learnings/industry best practice.
- We actively engage in local forums and industry golf societies where leaders of locals businesses exchange opportunities, ideas and share local business – we had done this for >40 years.