VG&P Ltd
Offley Works
1 Pickle Mews
Oval
London
SW9 0FJ

Corporate Social Responsibility & Social Value Policy

Policy Statement & Scope

At VG&P Ltd, we design and make long-lasting furniture in our own workshop in Walthamstow, London, using responsibly sourced materials and the skills of a directly employed team. We believe well-made furniture that lasts for decades is better for people and the planet, and we aim to deliver positive social value through the way we make it: supporting skilled manufacturing jobs in the UK, working with local suppliers and communities, and minimising our environmental impact. We are committed to conducting our business ethically and treating workers and supply chain partners with dignity and respect.

Through collaboration with our employees, clients, and supply chain, VG&P Ltd is committed to the following four core pillars of Corporate Social Responsibility:

Workplace & Human Rights

- Direct & Fair Employment: All staff are directly employed under fair, transparent contracts compliant with UK HR legislation.
- Living Wages & Equal Opportunity: Providing fair remuneration, promoting diversity, and eliminating barriers to employment in the design and manufacturing sectors for underrepresented and disadvantaged groups.
- Health, Safety & Wellbeing: Supporting our people to live healthier lives and maintaining safe working environments across our office, showroom, and workshop.
- Armed Forces Support: Offering employment opportunities to those who serve or have served in our armed forces.

Local Economy & Community Value

- Local Sourcing: Procuring goods and services locally wherever possible and supporting small, medium, micro-sized businesses (SMEs), social enterprises, and minority-owned businesses to grow sustainably.
- Skills & Education: Working with education and training providers, industry bodies, and charities to offer curriculum support, work experience, and new skills for the future.
- Volunteering & Charity: Carrying out volunteering activities that deliver tangible local benefits and partnering with national charities to support environmental regeneration and social needs.

Environmental Stewardship & Sustainable Sourcing

- Resource Efficiency: Using materials efficiently to reduce waste, maximise product longevity, and support circular economy principles.
- Pollution Reduction: Playing our part to reduce air pollution, noise, vibration, and site nuisance within local communities.
- Certified Sourcing: Maintaining FSC® Chain-of-Custody certification (FSC-C158750) and FISP (Furniture Industry Sustainability Programme) membership to ensure sustainable, traceable timber and ethical manufacturing.

Supply Chain Ethics & Governance

- Supplier Due Diligence: Requiring suppliers to complete evaluation questionnaires covering social accountability, environmental practices, and health and safety compliance.
- Zero Tolerance Framework: Operating a zero-tolerance policy regarding modern slavery, human trafficking, bribery, corruption, discrimination, and workplace harassment across all operations and supply chains.
- Whistleblowing & Transparency: Maintaining open reporting channels for staff and partners to raise ethical concerns without fear of reprisal.



Edward Carpenter
CEO
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