

EMPLOYEE VALUE PROPOSITION



Welcome

“At Go Green Ltd, we are dedicated to nurturing a culture that celebrates the individuality and contributions of each team member. It is with great enthusiasm that I introduce our Employee Value Proposition (EVP), thoughtfully designed to showcase the unique benefits Go Green offers, enabling our people to reach their full potential and thrive in fulfilling careers.

Throughout every stage of the employee journey, our purpose-driven approach guides us. We believe that by providing essential support, growth opportunities, and an inspiring environment, we create a foundation for success.

Our commitment is to ensure that each individual has equal access to the core elements of our EVP, empowering you to **FLOURISH.**”

Phoebe Young
Head of Human Resources





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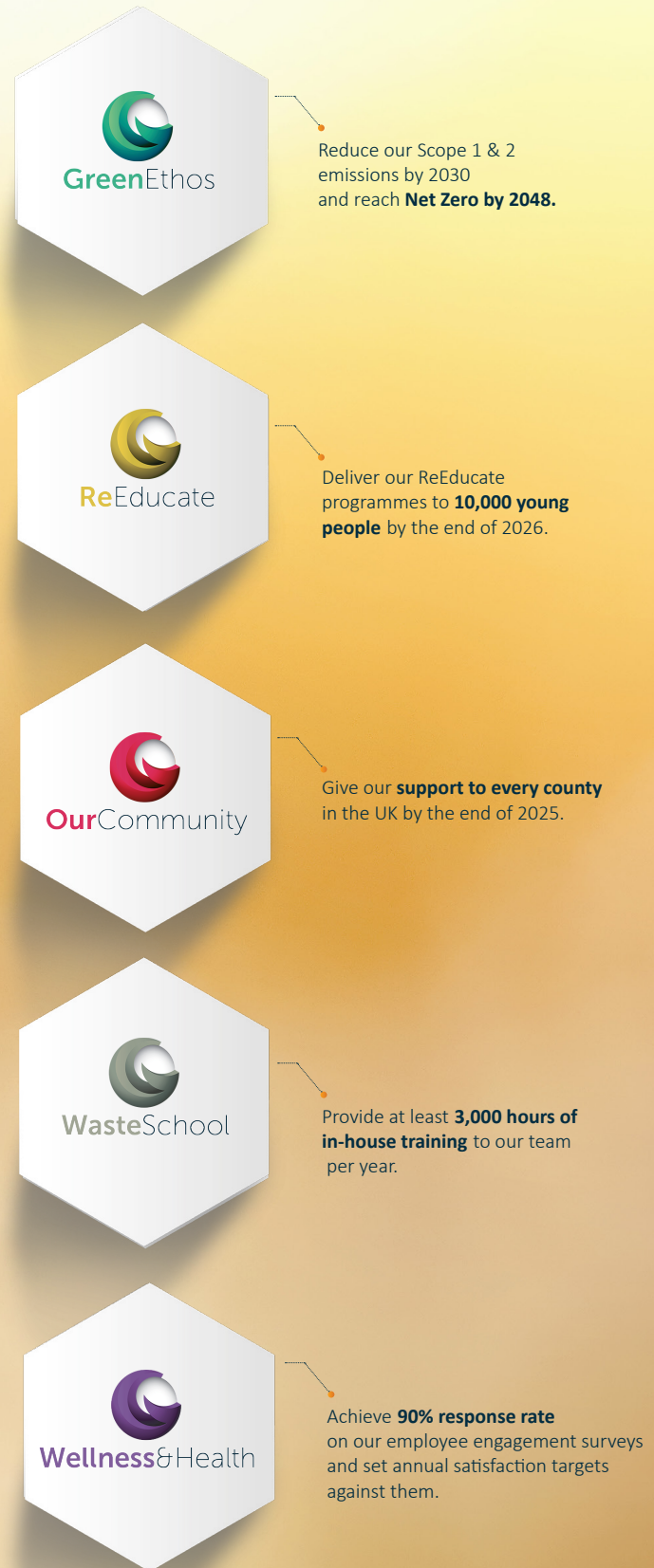
Harmony



Future

At Go Green, we are committed to building a sustainable, purpose-driven future that inspires our team and brings genuine meaning to our work. With a clear vision guiding us, we create a unified direction that aligns us all, empowering every team member to see the impact of their role in achieving our shared goals.

Our Sustainability GROWW framework was created to support Go Green to deliver high impact across the UK within our service, as well as sustainable and charitable initiatives. There are five core pillars which our efforts drive forward.





Learning

We're dedicated to offering training and development opportunities that empower our employees to grow and evolve. Continuous learning is essential; it not only strengthens individual skills but also nurtures collaboration, as team members share insights and tackle challenges together.

This is achieved through bespoke training plans which are curated with input from our employees and line management, aligning their goals within the role with the progression available within the company. Employees are supported with our in-house Training & Development Coordinator to ensure that any training needs are monitored and met.

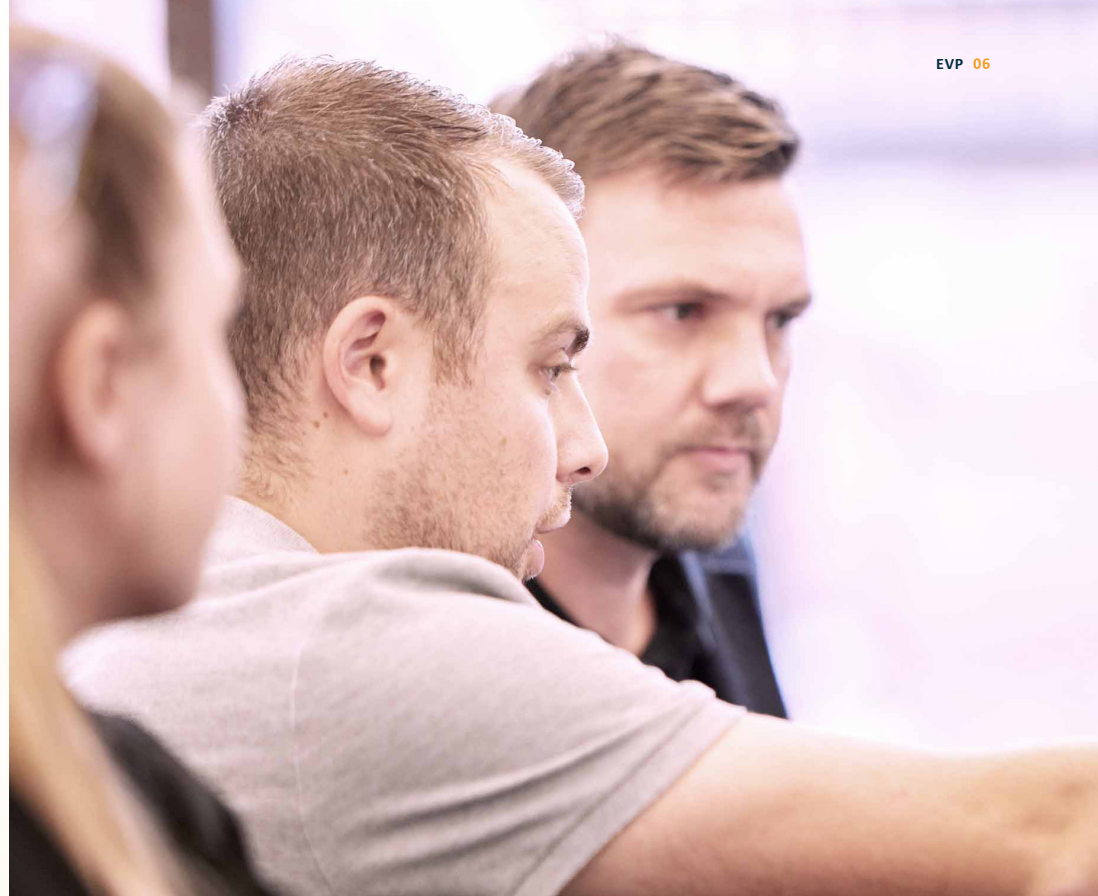




Opportunities

Go Green create clear pathways for internal career progression and development. By offering growth opportunities, we ensure our employees feel valued and witness the investment we are willing to put forward in order to develop our staff and foster a supportive environment where everyone is encouraged to improve.

To appropriately chose and support our employee's career goals, we create a tailored progression plan which identifies key milestones of training, knowledge and experience. The plan highlights target dates and incentives, and monitored through quarterly 1-2-1s as well as annual appraisals.





Unity

We actively foster inclusion and diversity to build a cohesive and supportive culture across our business. By embracing a fair and inclusive environment, we encourage open communication and respect amongst our staff to strengthen teamwork and create a harmonious workplace.

Our commitment to an inclusive environment is demonstrated through our EDI training which is delivered annually, our committee of FIR Ambassadors as well as an array of inclusive policies; Equality, Diversity & Inclusion Policy; Inclusive Recruitment Procedure, Menopause Policy, Whistle blowing Policy; and Mental Health Policy.



Our FIR Ambassadors



Recognition

Go Green love to celebrate success which is why we make it a point to recognise and appreciate our employees' efforts and achievements. We believe that regular recognition lifts morale and helps build a culture of respect and support, where everyone feels valued and motivated to do their best.

On a monthly basis our HR team accept nominations from every member of Senior Leadership as to who has gone above and beyond and should be entered into the draw for Employee of the Month, or why a particular team has demonstrated a success worthy of Team of the Month.





Inspiration

To encourage a positive and engaging workplace, we ensure to maintain high staff morale. Inspiration has a lot to answer for in cultivating this outlook, and we know that our employees feel the most motivated when they are inspired and excited about their work.

Celebrating Length of Service awards and sharing both internal vacancies and employee promotions encourages our team to collaborate effectively, share ideas openly, and stay focused on achieving shared goals.





Support

We prioritise our employees' well-being by offering benefits that enhance their overall quality of life; by providing this support, we create a balanced work environment where everyone feels cared for. This approach not only improves individual wellbeing but also contributes to a harmonious and cohesive team dynamic.

Core support avenues include a Mental Health First Aid team, annual appointment allowance to encourage our staff to take out time for important health appointments, enhanced maternity and paternity leave as we know that family comes first, and a life assurance scheme which provides peace of mind if the worst should happen.





Harmony

By bringing each and every one of the **FLOURISH** elements together, we create a harmonious culture where teamwork, open communication, and mutual respect thrive which leads to a more cohesive and productive company environment.

With every staff allocated into a House Team upon induction, we make the most of a little healthy competition, team challenges and games. And let's not forget the annual get togethers to celebrate business success at our Summer and Festive parties.





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V1 October 2024,
Uncontrolled when printed

