

Local Labour Strategy

RECOM exists to create smart, safe, and sustainable places where people thrive. We help our clients to overcome challenges, bring ideas to life and deliver excellence. This vision also encompasses our approach to corporate social responsibility and our aim to pursue local labour strategies wherever possible. RECOM will endeavour to ensure that any project we undertake, adds value to the local economy by maximising employment and training opportunities for established residents of the city centre of Manchester and the surrounding area.

RECOM actively supports apprentices, work placements students, trainees and other local stakeholders hoping to pursue a career in construction and property. For this particular scheme, we commit to the following:

- a. Introducing/adopting local work placement initiatives, offering work experience and practical help.
- b. Notifying Local Manchester Employment agencies of any vacancies generated by the project, at the same time or in advance of recruitment from other sources.
- c. Working with Local Manchester Employment agencies, to identify specific positive action programmes, in support of equal opportunities, where applicable.
- d. Ensuring that local companies (where suitable companies exist and are economically viable to appoint) are represented on subcontract and supply tender lists.
- f. Ensuring that all of our employees are suitably trained and wherever possible/viable, employing trainees on appropriately approved courses.
- g. Provide reasonable access for representatives of Manchester City Council who may from time-to-time visit our contract works to check the labour register and:
 - i. promote their services to sub-contractors
 - ii. offer advice on training grants and employment subsidies, where available
 - iii. provide information on local companies
 - iv. seek feedback on recruits/trainees.
- h. To provide information on labour and sub-contractor utilisation as and when required.

This statement has been reviewed and approved by the RECOM Directors:



Signed

Joseph Dillon
Position: Director
Date: 13th December 2021



Signed

Jason McKnight
Position: Director
Date: 13th December 2021