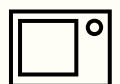




LocalLabour Agreement



Introduction

We are excited to announce the opening of our site in the city of Manchester. We aim to become a significant part of the hospitality sector providing employment opportunities and nourishing a strong connection within the local community whilst supporting the local economy and workforce.

Our Vision

We are dedicated to becoming a home for the worlds creative people to come together and belong.

Our Mission

Our space is for Members and teams to connect, have fun and make an impact. Diversity, equity, and inclusion are at the heart our operation.

We celebrate and promote four House Values

Kindness at every opportunity; to act with respect and decency towards all members and colleagues at all times.

Collaboration to build a sense of belonging; we are better together; we deliver the best results for our teams and members.

Simplicity in everything we do; to add value, we act, plan, and deliver in a humble way.

Passion Yes to always being welcoming, yes to always going the extra mile and yes to always being accountable.

Below we present the local labour agreement – We aim to align our goals in creating local employment, grow skill development, and increased social benefit during our operation.

Social Benefit Proposal

Our development aims to create and promote an exciting presence in the community, below is our proposal that highlights the multiple social benefits our project will deliver during the operational use to maximise jobs and create other opportunities for local residents and businesses in the community. We will source local suppliers in our tendering process where possible.

New Jobs and Apprenticeships

We launched our entry level hospitality programme, Soho Apprenticeship in 2023 across our sites in London, Oxfordshire and Somerset, and will also be extending this to Manchester.

We have a dedicated Apprenticeship Manager and Early Career's team who support the apprentices alongside the training provider we partner with, Umbrella training. Not only do our Soho Apprentices complete hospitality qualification's, we also embed soft skill development masterclasses and workshops. Our apprentice recruitment is focused on outreach to local schools, colleges and youth employability schemes in the community and we are excited to extend this programme to Manchester.

Indicative Targets

We aspire to achieve our goals and targets set out in this pledge and our intention is to become embedded within the local community and to help in forging a positive future for the city of Manchester. We understand the importance of our role in achieving these goals and remain open to changing circumstances within the community.

Reporting

Our report below will outline the goals we are able to deliver to the city of Manchester and will detail the measurable targets we aim to achieve. We celebrate the importance of working within the community, liaising with local authorities, and working together to contribute our project to the greater future. Soho House thank you for your cooperation as we look forward to joining the

KPIs 1-4

KPI estimated target

KPI	Estimated Target
Total number of FTE to be hired for new build	120
How many hired are pledged to be city centre residents	80
Total number of new or trained apprentices that will be working on the development	-EDIT_ ALLIED LONDON
Total number of new apprentices, how many are for City of Manchester residents	4

KPI 1

We pledge to offer a fair and supportive recruitment process aimed to maximise inclusion of the city of Manchester residents.

We have already hosted our first open day within the city centre wherein a group of talented individuals had the opportunity to shine and showcase their passions for life and hospitality. We partnered with a local hospitality company well established within the city to host this event and we are already planning the second.

Our dedicated Apprenticeship Manager and Early Careers recruitment team pledge to locate and establish connections within the city to expand our reach for recruitment and are in talks with companies to create excitement within local schools and colleges to create a passion for a career in hospitality. This has already been a success within the areas of London and Somerset and we are thrilled to continue this success in Manchester.

KPI 2

Soho House pledge to target and prioritise City of Manchester Residents having already hired a general manager from the city to continue to look to Manchester residents for the main body of our team – we expect to exceed the 50% minimum target as this is aligned with our goals and will determine the success of Soho House Manchester within the city.

We aim to reach out to the community to become a strong ally in the future of hospitality within the City of Manchester. Long term careers and progression are key performance goals for us, and we expect to create many sustainable roles for Manchester city council residents.

KPI 3-4

Soho houses believe strongly that apprenticeships both externally and internally are a valuable resource for long term careers.

We have invested in extensive training programme and our Apprenticeship Manager and Early Careers team focus their efforts in expanding their reach to Manchester to inspire individuals. We have seen the success across multiple regions including London, Oxfordshire, and Somerset - we look forward to the inclusion of Manchester.

In line with the Manchester City council national accreditation 2019 as a living wage employer by the national living wage foundation we aim to exceed the expectation as above minimum wage paying company all apprentices regardless of age will start on a minimum of £14 per hour as we believe this sets the precedent to set them up for success to support them to lead prosperous, happy, and healthy lives.

This is our pledge and commitment to the future of apprentices and our workers within the community and highlights our value of connectivity and inclusion. We allow two paid volunteering days to each staff member within our team to reach out to their own local charities this is integral to our values as a company, and we actively encourage our team's participation within the community.

KPI 5

EDIT

- Allied London - Please insert Total amount spent in Manchester supply chain through contract.

KPI 6-7

KPI	Estimated Target
Number of houses dedicated to Manchester young people up to the age of 24 years into work	4 hours a month
Number of hours of support into work provided to Manchester unemployed adults	4 hours a month

We pledge to continue the success of our Employment programmes to foster exceptional growth in our young professionals and aim to include a diverse range of employees through multiple avenues of recruitment.

We offer team members of all ages, backgrounds, and capabilities the opportunity to join multiple initiatives aimed at developing their skills and fine tuning their talents – support through this is integral and our leadership team and HQ support team are available to strengthen all aspects of their growth to further their career. We offer guidance for many different areas of discussion through different discussion and support groups.

We champion Diversity, Equity and Inclusion as well as offer multiple skills classes and employee benefits. Such groups within our ERG (employee resource group) offer teams a chance to discuss and act on point of interest.

We offer In-house Hospitality leadership, Gender partnerships, self-limitation talks, and much more. Employee benefits include English lessons, ride to work scheme, study support financial assistance, free counselling sessions through Hospitality Action EAP service.

KPI 8-9

KPI	Estimated Target
Number of weeks of meaningful work placements or pre-employment training for Manchester secondary school and further education students	2 placements per year approx. 8 weeks to 1-year placements opportunities
Number of weeks of work trials for city of Manchester job seekers that will be / were offered	8 weeks

Soho house believes offering work trials and placements can have significant benefits for both our operations and community.

By offering these opportunities, we not only provide valuable experience and training to individuals seeking employment but also potentially identify talented individuals who can contribute to our organization's future.

Additionally, it helps strengthen the local workforce, and enhances community engagement and promotes economic growth by providing pathways to employment for residents.

KPI 10

KPI	Estimated Target
Number of hours of Manchester community projects that will be / were delivered and have skills and employability outcomes for residents	20 hours minimum

Soho House offer 2 paid volunteer days per staff member for charities and having a designated sustainability ambassador demonstrating a strong commitment to community engagement and environmental responsibility.

As part of our 2030 ESG (Environmental, Social and Governance) strategy we aim to operate as sustainably, ethically, and inclusively as possible.

This initiative will likely have a positive impact on the community of Manchester and contribute to fostering a culture of giving back and sustainability within our organisation.