

JLES Strategic Core Value Actions

People	Growth & Development	Building a better world	Supporting our Industry	Culture & Wellbeing
Employees	Structured training agreements, apprenticeship programs, mentorship opportunities, and ongoing initiatives focused on continuous learning.	Offering electric car schemes, bike2work, volunteering days, and fundraising events, empowering our team to contribute to a more socially responsible world while enhancing their well-being and engagement.	Nurturing the next generation of industry leaders among our employees, fostering growth, innovation, and excellence within our workforce.	Comprehensive support through our Employee Assistance Programme, private medical insurance, promoting work/life balance, resulting in a workforce that is both happy and committed.
Clients	Enabling our clients to focus on their business priorities and building developments, while we provide solutions and support their growth and success.	Our clients can dedicate more time to constructing higher-quality developments for their residents, fostering positive impact and sustainable growth within communities.	Providing solutions to resolve legacy adoptions, offering a consult & construct, fixed-fee business model, enabling our clients to focus on their core functions while we handle the complexities of their adoption projects.	Reducing hassle for technical teams, alleviating the stress of site adoptions, and saving time, resources, and money.
Suppliers	Providing opportunities to local contractors, contributing to the overall advancement of our supply chain partners.	Adhering to best practices within our supply chain, fostering transparency, fairness, and sustainability to create mutually beneficial relationships and contribute to positive global impact.	Actively supporting smaller contractors, fostering collaboration and growth within our supply chain to strengthen our industry.	Promoting best business practices, including initiatives addressing modern slavery and prioritizing health and wellbeing, ensuring a supportive and ethical environment throughout our supply chain.
Adopting Authorities	Infrastructure is passed over to Adopting Authorities in a pristine condition, allowing them to maintain developments to the highest standards, thereby fostering their growth and development.	Ensuring developments adhere to government regulations and standards, building greater communities in their area.	Delivering improved infrastructure to Adopting Authorities, enhancing the quality of life for residents and contribute positively to the development of our communities.	Assisting them in demonstrating their commitment to residents, ensuring infrastructure is completed correctly, thereby promoting a sense of security and well-being within communities.
Residents	Prioritising safe and reliable developments, ensuring residents can live a happy life in their communities.	Actively contributing to the creation of better communities, enriching their environments.	Providing residents with roads and sewers of good standard and ensuring developments are adopted, prioritising safety and overall well-being within their communities.	Ensuring their homes are in safe, fully functioning developments, enhancing their overall sense of security and well-being.
Society	Actively having a positive impact on society by volunteering in local support groups, engaging in reforestation activities, fostering positive social impact and sustainable growth for all.	Sponsoring local charities and actively engaging in volunteering efforts, making meaningful contributions to the welfare and advancement of our communities.	Collaborating with leading industry organizations like Women in Construction and HBF to address societal issues, fostering inclusivity and progress within our communities.	Making contributions to support vulnerable people, fostering a culture of giving back, and actively supporting organizations dedicated to well-being, thus promoting a sense of community and care within our business and beyond.
Environment	Contributing to the improvement of both new-build and legacy developments, prioritizing sustainable practices to foster growth and development.	Achieving carbon neutrality, working towards net-zero emissions, and implementing an ESG strategy, ensuring sustainable practices and positive impact on our planet.	Developing solutions that create better environmental spaces, prioritising sustainable practices and minimizing our footprint to preserve and enhance the natural environment.	Actively working to reduce our carbon footprint, contributing to carbon offset initiatives, and engaging our people in efforts to increase awareness and consciousness of their environmental impact, promoting a healthier planet for all.