



1. WORKFORCE, EMPLOYMENT AND SKILLS

- 1.1 We will seek to pay the real living wage and ensure fair terms and conditions, reducing insecure contracts and supporting staff wellbeing and financial security.
- 1.2 We will create opportunities for people furthest from the labour market to access training, apprenticeships, and employment within our organisation, and promote progression and training opportunities for our staff.
- 1.3 We will support staff health and wellbeing through a strong prevention focused offer, including opportunities to be physically active at work and access to healthy food and drink.
- 1.4 We will strengthen the health impact of our workforce by promoting access to Making Every Contact Count (MECC) training, helping staff and service users make healthier and more sustainable choices.
- 1.5 We will work with education providers and Anchor Organisations to respond to future workforce skills needs and improve accessible employment pathways.
- 1.6 We will promote the Welsh language by supporting staff to learn and use Welsh, particularly in public facing roles, contributing to the Cymraeg 2050 ambition.

2. BUILDINGS AND LAND

- 2.1 We will explore and review our use of existing buildings and land to proactively identify potential future opportunities for community and voluntary use.
- 2.2 We will involve communities at an early stage in planning new developments.

3. ENVIRONMENTAL IMPACTS

- 3.1 We will commit to sustainable and active travel by adopting the Healthy Travel Charter and sharing learning across North Wales.
- 3.2 We will work with regional partners to reduce carbon emissions, cut waste, enhance green infrastructure and biodiversity, and adapt to climate change.

4. COMMUNITY INVOLVEMENT

- 4.1 We will address inequalities by adopting the Mission Actions.
- 4.2 We will embed Asset Based Community Development (ABCD) approaches to strategy development, planning and service delivery.
- 4.3 We will encourage and enable staff to take part in community and voluntary activity.
- 4.4 We will support fair access to arts, heritage, and cultural wellbeing opportunities for our staff and local communities.

5. PROCUREMENT AND SPEND

- 5.1 We will procure locally where possible, using social partnerships to support local growth, employment, social value, and environmental benefit.
- 5.2 We will work with other public bodies to identify opportunities for joint procurement where this delivers better outcomes.

