

SOCIAL IMPACT SNAPSHOT

August 2023 - July 2024



MESSAGE FROM THE MANAGING DIRECTOR

Celebrating 25 Years of Tarem Services

As we celebrated 25 years of Tarem Services, I find myself reflecting on both our remarkable journey and the challenges we've faced along the way. From our humble beginnings, supported by The Prince's Trust, to becoming a social enterprise tackling in-work poverty, we have committed to our mission. What began as a personal passion to address the inequalities faced by cleaners has blossomed into a company with a broad impact on both our employees and the communities we serve.

Our journey has not been without obstacles. The cost of living crisis, economic fluctuations, and changing market demands have tested our resilience. Yet, through it all, one principle has remained clear: people come first. Whether it's our commitment to fair wages, offering employees a stake in the business through shareholding, or launching community initiatives like our Mobile Foodbank, we have made sure that every decision we take aligns with our core belief in fairness, dignity, and opportunity for all.

We are proud of what we have accomplished. But as I look to the future, I see even more opportunities to drive meaningful change. Our efforts to tackle in-work poverty have laid a solid foundation, but this is only the beginning. In the coming years, we will expand our environmental efforts, strengthen our community partnerships, and continue to set new standards in ethical business practices.

I am profoundly grateful to our employees, clients, and partners. Your hard work, trust, and shared belief in our mission have made everything possible. As we move forward, I am confident that together, we will continue to make an even greater difference.

Thank you for your unwavering support over the past 25 years, and I look forward to many more years of positive impact and shared success.

This snapshot highlights key areas of Tarem Services' social impact from August 2023 to July 2024.



Titus Komolafe

Managing Director, Tarem Services Limited

OUR JOURNEY

Tarem Services Limited
more than just a cleaning company

From Humble Beginnings



Opening of Tarem Services' Head Office, Greenwich - a significant step in the company's growth.



Secured a major contract for cleaning services at the Olympic Games Delivery Authority office in Stratford in preparation for 2012 Olympic.



Moved from Greenwich to Brockley & introduced Tarem Quarterly award (£250) donation.



Achieved key accreditations and diversified into the construction sector, working with Wates Construction.



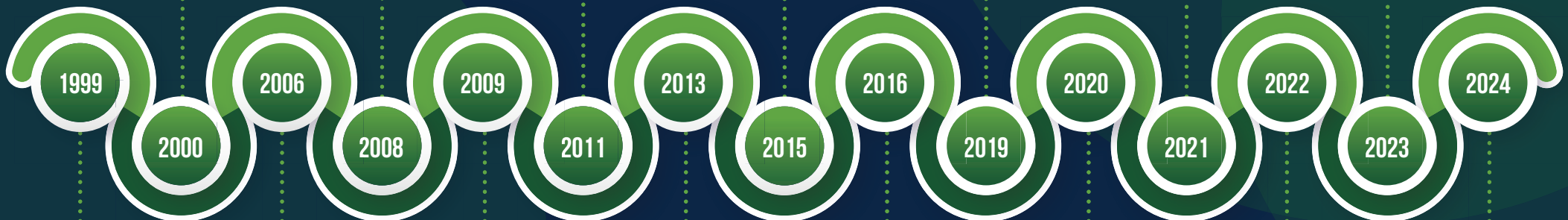
Recognised as an Accredited Living Wage Employer.



Achieved RISQS accreditation, started working with Volker-Fitzpatrick, Willmott Dixon & Mace Dragados. Opened an office in Barnet.



Expanding the relationship with CBRE led to securing a contract with The Salvation Army HQ. Won a 'Shaping a Better Future' Award with CBRE. Began working for Savills.



The Komolafe Family established Tarem Services with a £10,000 grant from The Prince's Trust.

PROUD TO SUPPORT
THE PRINCE'S TRUST

A pivotal year as the company transitioned to granting shareholding to all cleaners and promoting fair wages. Began tree planting scheme for every new contract.

Received first Ethical Accreditation. Tarem Services' team grew to 50 members.



Joined Social Enterprise UK.



Obtained waste carrier licence and began working with Wates and Morgan Sindall in carrying out void property clearance and cleaning for Westminster Council and Network Homes



Became a 'Disability Confident Employer'. Awarded a contract by SAP (UK) Limited through a Tier 1 contractor.



Established a relationship with CBRE on the Zurich contract. Further works with Volker-Fitzpatrick and opened Birmingham office.

Tarem Services marks 25 years with 130 dedicated staff members



CELEBRATING OUR 25TH YEAR

Community and Partnerships

This year, we deepened our commitment to social and environmental responsibility through key partnerships. Notably, we collaborated with The Prince's Trust and Young Lewisham Project to ignite entrepreneurial spirit in young people. The event was supported by Mayor Brenda Dacres, who honoured us with her attendance.

Additionally, we started planning to launch Tarem Services' Mobile Foodbank, directly addressing food insecurity and supporting vulnerable communities. With the aim of this project to directly address food insecurity and aligning with our goal to support vulnerable communities.



OUR COMMITMENT TO PEOPLE

Employee Celebrations and Support

We celebrated our dedicated staff with a special event, reinforcing the sense of community within Tarem Services.

For those who couldn't attend due to work commitments, we sent each a £25 high street gift card as a token of our appreciation. Our success is rooted in their hard work, and their contributions form the foundation of all we achieve.



EMPLOYEE SPOTLIGHT

Enrique's Path to Growth

At Tarem Services, we believe that success is shared. Enrique, a Welfare Cleaning Operative and Traffic Marshall at Wates site in Cambridgeshire, joined us in 2020 seeking a workplace that valued his well-being and future. In January 2024, with support from Wates, he completed the NPORS Plant Machinery Marshal training - gaining new skills, a pay increase, and a recognised certification.

As Enrique puts it,

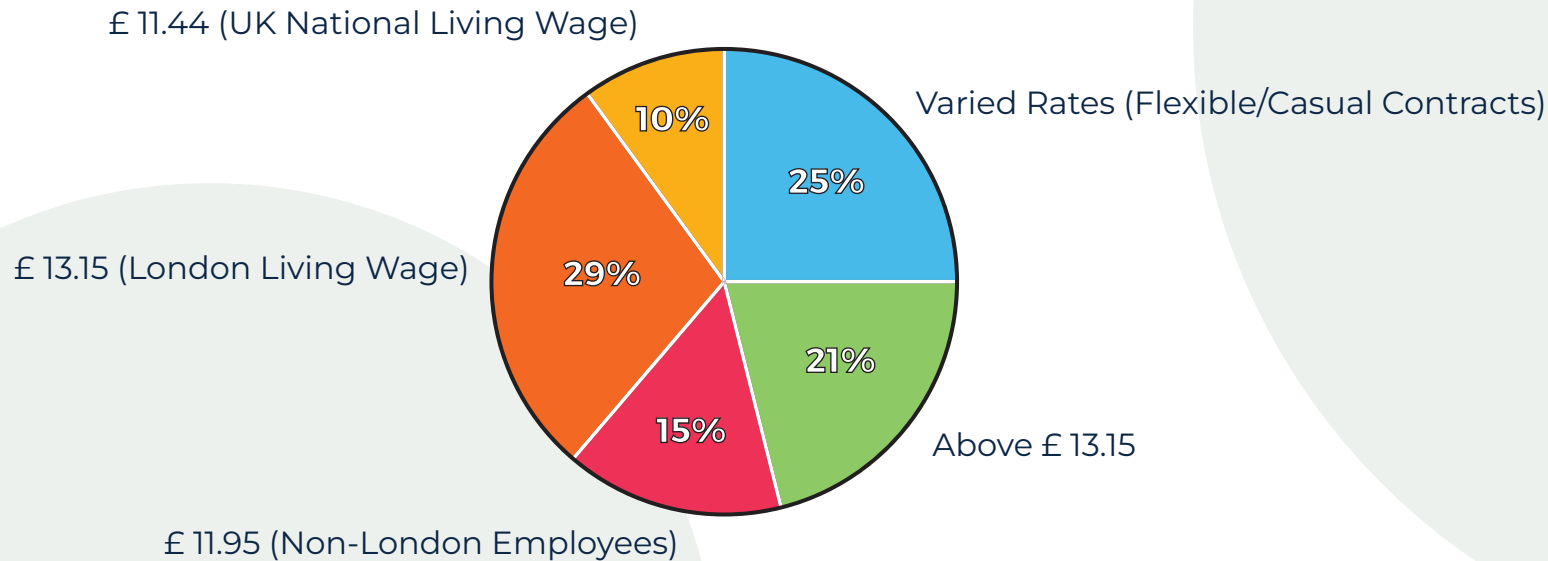
“One aspect of working at Tarem Services that fills me with immense pride is being a co-owner of the business.”

His journey reflects our commitment to employee growth and shared success.



KEY METRICS AND ACHIEVEMENTS

Wage Breakdown of Tarem Services Employees



Employee Ownership and Financial Growth

- **60%** of employees own shares in the business, ensuring they are stakeholders in Tarem Services' ongoing success.
- Total profit share paid to staff: **£9,360** demonstrating our belief in collective success.
- Total dividends paid to staff: **£8,096** reinforcing employee investment and long-term financial growth.



COMMUNITY ENGAGEMENT:

Giving Back

- **Volunteer Hours:** **136 hours** across **5** community food banks.
- **Tarem Award Donations:** **£1,370** distributed quarterly across **5** community food banks.

Example: One of the food banks (White City) that received the Tarem Award used the donation to provide halal meat, vegetables, and eggs, supporting **90-100** individuals - equivalent to **300** people when including families.



ENVIRONMENTAL AND SOCIAL RESPONSIBILITY

We are deeply committed to operating responsibly and sustainably, with this year's key milestones including:



Carbon Offsetting: Invested in Verified Carbon Standard (VCS) approved credits, offsetting **29 tonnes** of CO2.



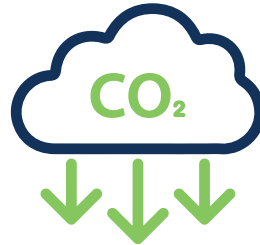
Ethical Certification: Re-certified by The Good Shopping Guide, affirming our alignment with ethical and responsible business standards.



RIQS Accreditation: Successfully renewed our Railway Industry Supplier accreditation.



IN THE LAST 3 YEARS, TAREM SERVICES HAS...



Offset 66 tonnes of CO2
through Carbon Footprint

66



Paid out £23,031 in
Profit share

£23,031



Paid out £23,115.48
in Dividends

£23,115.48



Paid out a total of £3,396.75
in Tarem Award

£3,396.75

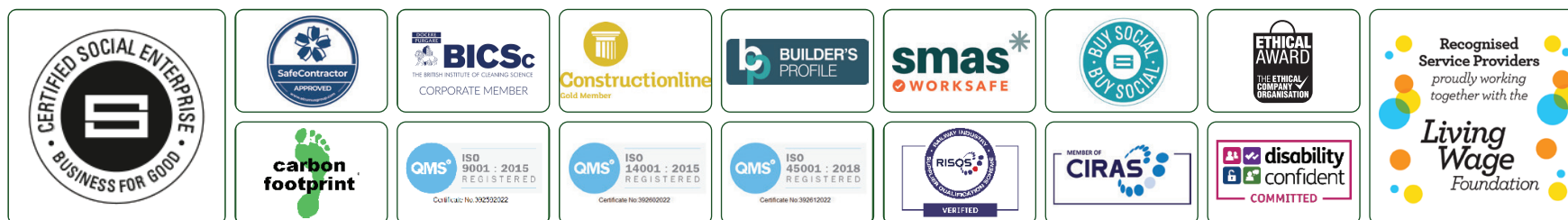
Building a Legacy of Social and Environmental Impact

At Tarem Services, we're dedicated to lasting change through fair wages, employee well-being, and sustainable practices. While this snapshot captures our progress, we remain focused on four key areas:

- **Tackling in-work poverty and food insecurity**, with initiatives like the launch of our Mobile Foodbank.
- **Building strong partnerships with our corporate clients** to achieve shared goals and enhance CSR initiatives.
- **Working to enhance career growth opportunities** for our staff by exploring targeted upskilling initiatives.
- **Supporting young people** through workshops and mentoring—an area we continue to explore beyond our recent youth enterprise event.

For more details, to get involved, or to explore partnership opportunities, please visit www.taremservices.com or contact us at info@taremservices.com.





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