



Project Case Study: To design a bespoke set of policies & procedures to promote best practice & compliance within the UK employment context.

Client

Urbaser Ltd is an environmental services company, working internationally as one of the main operators in the environmental sector and a leader in waste management.

Aims

The aim of the project was to deliver an initial framework of policies that would ensure Urbaser's entry into the UK market was supported by best practice guidance to staff and people managers in line with key business goals and core values of the company.

It was very important for Urbaser Ltd. to establish a firm foundation on which to do business in the UK and manage its people to a consistently high standard.

Method

mglhr worked directly with the team at Urbaser Ltd. to fully understand key business priorities and the specific context of the policies we were asked to develop.

Solution

A set of UK Law compliant policies were drafted to provide relevant, succinct, accurate and easy to use guidance.

When designing the policies, it was important to ensure that the specific needs of workers, at all levels, and all types of roles within Urbaser, were fully considered.

The range of bespoke policies and procedures included;

- Code of Conduct Policy
- Discipline & Grievance Policy
- Absence Management Policy
- Diversity Policy
- 'Family Friendly' & Flexible Working Policy

Outcomes

Urbaser Ltd. used the policy framework designed by **mglhr** to support their entry into the UK market and to underpin subsequent business growth.

The establishment of sound, business and people focused HR policies has helped to:

- promote best practice and compliance within a UK employment law context
- ensure people management practices are aligned to business strategy
- support business growth and sustainability in the UK

mglhr were delighted to assist Urbaser Ltd on this project and we were really impressed with the company's people focused values and professionalism.

We look forward to supporting Urbaser Ltd. in the future, as we are sure their entry into the UK market will be very successful.

"We are proud to have associated ourselves with such a reputable company."
Project Manager