

Social Value Policy Statement

The purpose of this policy statement is to communicate to all company stakeholders our common approach to creating the maximum social value in the communities where we operate, thereby enhancing the social, environmental and economic wellbeing of those communities. We have organised our core business functions to address the unique social value requirements of our individual customers hence they form part of our tender, contract and delivery requirements.

Our social value policy has been developed in accordance with the Public Services Act 2012 and consists of the following objectives/commitments:

Employment and Skills

- Providing our employees with new skills for the future.
- Creating employment opportunities within the communities that we work.

Local Business & Economy

- Providing work opportunities for small, medium, micro-sized businesses, social enterprises and minority owned businesses.
- Procuring goods and services locally where possible.

Community Engagement

- Carrying out volunteering activities that deliver benefits to local communities.
- Working with local charities on key themes to deliver additional benefits to the communities in which we work.
- Working with education and training providers, industry bodies and charities to offer curriculum support and work experience opportunities.
- Supporting our people to live healthier lives.

Environment

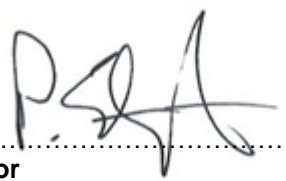
- Using resources efficiently to reduce waste and maximise value.
- Playing our part to reduce air pollution, noise, vibration and nuisance within local communities to improve health.
- Promoting sustainable and ethical procurement.

Measuring Performance

To assist in achieving the above objectives, we regularly enrol our projects with the Considerate Constructor Scheme which ensures we are provided with accurate information as to how effectively we are achieving our commitments across the area of social value. Our progress in achieving these objectives will be regularly monitored through our continuous improvement process in the form of regular planned review of our business management system.

Responsibility and Review

Overall responsibility for implementing this policy rests with our senior management team who will in turn cascade this throughout our workforce. This policy statement applies to everyone within the company and is available to all employees via our business management system and is displayed on office and site noticeboards. The policy will be reviewed annually by our senior management team or following any significant change in industry legislation and approved by our Managing Director.

Signed:

Managing Director

Date:10th April 2022