



## Social Value Policy

As a business we support communities and enable growth to deliver community benefits and additional social value by maximising the social, economic and environmental wellbeing of local communities in accordance with The Public Services (Social Value) Act 2012 and The Wellbeing of Future Generations (Wales) Act 2015.

This policy is supported by our Sustainability, Corporate Social Responsibility and Equality, Diversity and Inclusion strategies and policies and delivered through our pragmatic leadership programme.

As a business we are committed to:

### Employment and Skills

- Enabling local people to obtain the skills needed to access employment
- Providing our employees with new skills for the future
- Creating employment opportunities within the communities that we work
- Removing barriers to employment for underrepresented and disadvantaged groups
- Offering employment opportunities to those who serve or have served in our armed forces

### Local Business and Economy

- Providing opportunities for small, medium, micro-sized businesses, social enterprises and minority owned businesses
- Procuring goods and services locally where possible
- Supporting small, medium, micro-sized businesses, social enterprises and minority owned businesses to improve capability and grow sustainably

### Community Engagement

- Carrying out volunteering activities that deliver benefits to local communities
- Supporting employment opportunities and environmental regeneration to meet local needs
- 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 and wellbeing
- Promoting sustainable and ethical procurement
- Promoting green and blue space and increasing biodiversity net gain in recognition of the social value this brings

## **Governance, Measurement and Reporting**

- Maintaining clear accountability for delivering this policy
- Monitoring and reporting our social value impact
- Continuously improving our standards, efficiency and effectiveness

We will communicate this policy to our employees, supply chain partners and relevant interested parties and review it on an annual basis



**Terry Musson**  
Managing Director  
**15<sup>th</sup> April 2021**