

# SOCIAL VALUE POLICY

2022

<b>Policy Name</b>	Social Value Policy	<b>Version:</b>	3
<b>Owner</b>	Simon Sjenitzer - Director, Frameworks & Social Value	<b>Year</b>	2022
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We are a leading global provider of consulting, engineering, programme management, construction management, and technical services.

We assist our clients in maximising social, economic and environmental wellbeing of local communities in accordance with The Public Services (Social Value) Act 2012, The Procurement Reform (Scotland) Act 2014 and The Wellbeing of Future Generations (Wales) Act 2015.

Through our projects and employee contributions, our policy is to support communities by delivering community benefits and social value. We are committed to the following:

## 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 ECONOMY

- Providing work opportunities for small and medium enterprises, social enterprises and minority owned businesses
- Procuring goods and services locally where possible
- Carrying out volunteering activities that deliver benefits to local communities
- 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
- Promoting sustainable and ethical procurement

- Promoting green and blue space and increasing biodiversity net gain in recognition of the social value this brings
- Fighting climate change and working towards net zero emissions
- Helping communities to manage and recover from the effects of COVID-19

## MEASUREMENT & REPORTING

- Maintaining clear accountability for delivering this policy
- Monitoring and reporting our social value impact by using recognised independent tools e.g. TOMS, Social Value Portal
- Continuously improving our standards, efficiency, and effectiveness

This Policy is communicated to our employees through our Intranet and to our professional supply chain and suppliers of goods and services

## GOVERNANCE

This Policy is reviewed regularly and formally by the Senior Leadership Team once a year