

Social Value Policy

2023-24

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We are a leading provider of consulting and engineering services with 27,000 associates working across the full project life cycle worldwide. Our operations in the UK and Europe include more than 5,000 employees who are *Leading with Science*® to solve our clients' most complex problems.

Our experts in the UK and Europe work alongside clients on local, national, and international projects to deliver on their objectives by providing sustainable and resilient solutions. From single projects to large-scale programmes, we are adept at working in complex or highly regulated environments.

As a successful and sustainable professional services business with offices throughout the UK, we have always played a full and active role to support the environment and in the communities where we live and work, and contribute to national, regional and local economies and are committed to paying above the Living Wage at all levels of our business.

In addition to our Environmental and Social Responsibilities, our Social Value commitments are aligned with the objectives outlined in the Cabinet Office Procurement Policy Note (PPN) 06/20, delivering targeted interventions in line with The Social Value Model criteria and beyond.

This makes sure that we assist our clients in maximising the social, economic, and environmental wellbeing of local communities in accordance with The Public Services (Social Value) Act 2012, The Procurement Reform (Scotland) Act 2014, The Wellbeing of Future Generations (Wales) Act 2015 and PPN 01/21 agreed by the Northern Ireland Executive.



This Policy which combines our existing Corporate Social Responsibility (CSR) commitments together with Environment, Social, Governance (ESG) reporting metrics are applied to clients and projects provide relevant and additional value in the communities where we live and work.

In future we will be setting annual targets and reporting on progress to demonstrate the additional impact we have on the economy, society and environment in which we live and work.

In addition to adopting national programmes which can have measurable impact in the following areas, we encourage our staff to engage with local community projects and support them with 3 paid volunteering days and 2 paid 'make a difference' days each year.

We have adopted a detailed 6-point Social Value Strategy under the following headings:

1. Endorsed by the Heads of our business – it's what we do.
2. Owned by our staff – delivered directly to our clients and communities.
3. We will adapt and deliver to localised requirements - building a better understanding.
4. Aligning our HR function – bringing together the great work we already do
5. Tracking our progress – clearly demonstrating commitment, delivery and impact
6. Practicing what we preach – demonstrating the value that we add

Covid-19 Recovery

We have provided help and assistance to local communities to recover from the impact of COVID-19 by ensuring we maintained contracts with our full-time employees and kept furlough to an absolute minimum.

Whilst ensuring that we followed Government guidance at all times, we encouraged our staff to take full advantage of the support we give employees through our volunteering and 'make a difference' days for action in the community. Examples included food deliveries for vulnerable and sheltering people in our communities.

We also used this period to introduce and formalise flexible working and direct employee health and wellbeing services such as our Employee Assistance Programme, Mental Health First Aiders through guidance from the charity MIND.

Tackling Economic Inequality

We continue to encourage individual entrepreneurship within our business, creating new jobs and skills development to professional certification level through our employee personal development programmes and market development appraisals through our sector leads.

We work with our supply chains, particularly SMEs and VCSEs, to help develop their own capability and build resilience whilst maintaining emphasis on service delivery quality. Examples of this include publishing opportunities to work with us where service augmentation, incremental specialisms or locality to projects and clients are required. We will also offer support to help our suppliers navigate through our stringent PQQ process for onboarding new suppliers.

Our recruitment, employment, and apprenticeship policies are all designed to minimise those who traditionally have faced barriers or who are located in deprived areas. Examples of this include offering internships and work placement experience to targeted communities as well as playing our part in supporting careers advice, CV writing and interview technique initiatives.

Fighting Climate Change

Business as Usual (BAU) for us is the provision of quality professional construction services and consultancy helping our clients to develop and maintain built and landscape assets in the most efficient and

environmentally friendly way. We provide these services adhering to the highest environmental standards throughout the world and in a manner which is collaborative and ensures minimal environmental impact protecting habitats and biodiversity through our cutting-edge high-performance building design.

We can legitimately promote ourselves to be a design and delivery consultancy of choice, having our own Net Zero Carbon Reduction Plan published which can therefore significantly and positively reduce our client's scope 3 emissions. Environmental stewardship initiatives are regularly promoted within our delivery teams such as lunch & learn, CPD sessions and innovation technical papers which we also offer in support of clients' projects where relevant.

We deploy the very latest in remote IT systems to support project delivery using MS Teams for example and other integrated online systems which speed up, simplify and cut down process and physical waste for the benefit of clients and projects we work on.

Equal Opportunity

We advertise roles via various media including our website, job boards, publications and we also use the Job Centre to attract non-employed people. We always state the qualifications, experience and skills needed for the job in question and never include potentially discriminatory factors such as disability, gender, race, age or marital status.

Internal career development is open, fair and inclusive. Our intranet Learning Academy encourages all employees to access development documents, products, services and learning solutions which underpin individual's development needs.

We have issued diversity in recruitment guidance and focus on employee value proposition to help hiring managers attract a diverse pool of candidates for roles.

We are a member of the UK Government's Disability Government Scheme which means we have committed to recruiting, retaining, developing and supporting disabled people and those with health conditions.

We have also become members of The Association for Black and Minority Ethnic Engineers (AFBE-UK). Their aim is to increase the numbers of UK engineers from BME backgrounds and we are working alongside them to promote diversity in our industry and create an inclusive work environment where people of BME origin can thrive.

Wellbeing

We invest in the physical and mental health and wellbeing of the contract workforce, by working in accordance with our established health, safety and wellbeing as demonstrated in the Employee Guide as well as on the HR Health & Wellbeing Page of our Intranet. Examples include:

Prioritising mental health in the workplace, we develop and deliver systematic programmes of activity such as each December our Mental Health First Aiders put together a Mental Health & Wellbeing Calendar with easy and simple suggestions for each day of the month.

We proactively make sure work design and organisational culture drive positive mental health outcomes. A Wellbeing Health Questionnaire is completed by all new starters and used to assess their individual wellbeing

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and fitness to work. It establishes if there are any pre-existing health conditions which could put their health and safety at risk. We identify possible hazards relating to their role, including noise, driving, manual work, and confined spaces.

Additionally, to encourage physical health and mental wellbeing we hold the annual Tetra Tech Active event. Last year 69 Teams took part in a companywide team competition across eight disciplines (Running, Cycling, Swimming, Walking, Yoga, Skiing). We used the GoJoe app so that teams and individuals could share their achievements and photographs to inspire each other. In addition, our global annual Healthy Life Challenge takes place in September with teams committing to run, cycle or walk for a targeted distance each day.