

# Social Value Policy

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We are a leading provider of consulting and engineering services with 30,000 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 in the communities where we live and work. We contribute to national, regional and local economies, are committed to paying above the Living Wage at all levels of our business and we support the environment through the application of our ISO 14,001 Management system and our policies, including our approach to Net Zero.

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

In addition to the Sustainability Report and it's 1bn people challenge which is published annually on Earth Day, we will be setting UK based 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 up to five paid days each year.

We have adopted a detailed six-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

## 1.0 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 be fair and transparent, yet also give every opportunity to those who traditionally have faced barriers to employment 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.

## 2.0 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. For example, we assist our clients own 'Sustainability journey' through our client facing sustainability team which bring together expertise to guide and advise on all aspects of the 17 Sustainability Goals.

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.

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We publish our annual Carbon Reduction Plan (CRP) which demonstrates the actions we are taking to reduce environmental impact and in turn our client's own 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.

### 3.0 Equal opportunity:

We are an inclusive employer with open and transparent recruitment policies which and promote positive activity through our Diversity, Equity, Inclusion and Accessibility (DEIA) sub-groups. We always state the qualifications, experience and skills needed for each opportunity 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.

## 4.0 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. These include 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 make sure work design and organisational culture drive positive mental health outcomes. A Wellbeing Health Questionnaire is completed by all new starters and this is used to assess their individual wellbeing 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 we hold the annual Tetra Tech Active event. In 2024 1164 colleagues took part in this competition between individuals, and teams from Tetra Tech sister companies across the UK and Europe. 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 improve their health and fitness with personal targets to achieve throughout the month.