



Social Value Policy

Purpose

The purpose of this Social Value Policy is to establish guidelines for creating and maintaining social value through our business operations. This policy aims to ensure that our activities contribute positively to the communities we serve, promote sustainability, and enhance the well-being of our stakeholders.

Policy Statement

This policy applies to all employees, contractors, and partners involved in our projects and operations.

Our organization is committed to generating social value by:

1. **Engaging with Stakeholders:** We will actively engage with stakeholders, including local communities, customers, and partners, to understand their needs and expectations. This engagement will be guided by the principles outlined in our stakeholder engagement plans.
2. **Promoting Sustainability:** We will implement sustainable practices in our operations to minimize environmental impact and promote long-term sustainability. This includes employing locally and adhering to guidelines in our existing policies.
3. **Supporting Local Communities:** We will support local communities through initiatives such as donations, volunteering, and partnerships with local organisations. For example, we have previously donated to the Ferry Project and FACT as part of our social value initiatives.
4. **Enhancing Employee Well-being:** We will create a positive work environment that promotes the well-being of our employees. This includes providing Private Health Insurance, Employee Assistance Programme, opportunities for professional development and ensuring a respectful and inclusive workplace.
5. **Measuring and Reporting:** We will measure and report our social value contributions regularly using our social value portal. This includes maintaining dashboards and reports to track our progress and identify areas for improvement.

Responsibilities

- **Management:** Ensure the implementation and adherence to this policy.
- **Employees:** Act in accordance with this policy and contribute to social value initiatives.
- **Stakeholder Engagement Specialist:** Oversee the development and execution of social value initiatives and stakeholder engagement activities.
- **Social Value Impact Lead:** Identify area to improve our social impact, record all social value initiative and maintain the live Social Value Portal.

Review and Monitoring

This policy will be reviewed annually to ensure its effectiveness and relevance. Feedback from stakeholders will be incorporated into the review process to continuously improve our social value contributions.

Last updated: January 2025

Next review due: January 2025