

SOCIAL VALUE
POLICY

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OUR DEFINITION OF SOCIAL VALUE FOR GLEEDS

In the context of Gleeds' business, Social Value is the maximisation of additional benefits created through:

- Our own actions in the operation of our own business beyond that directly related to the generation of fee income; or
- The professional advice we provide to our clients in the design, specification, procurement or delivery of works or services beyond those directly related to the works or services themselves.

SOCIAL VALUE COMMITMENT TO OUR STAFF

We will:

- Pay a Living Wage to all our employees
- Provide access and opportunity for staff at all levels to further their careers through development and training
- Support our staff in maintaining an appropriate work life balance
- Encourage our staff to participate in activities that benefit the communities in which we operate and support charitable causes

SOCIAL VALUE COMMITMENT TO THE COMMUNITIES IN WHICH WE OPERATE

- Through our behaviours we will generate Social Value through:
- Considering the ethics of our own procurement activities and how they can benefit local businesses, communities, environments and economies through local sourcing and provision
- Proactively develop and monitor our supply chains, in particular monitoring and seeking out further opportunities to continually increase engagement of small and medium-sized enterprises (SMEs), voluntary and community organisations to support delivery of programmes and projects local to them
- Working closely with Further and Higher Education providers to support the development of young people and provide sustainable employment opportunities within our business
- Maintaining and where possible extending our commitments to work with local charities and good causes
- Assisting our clients though in developing and embedding mechanisms that drive the realisation of Social Value through the construction and property programmes and projects on which we offer professional support



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