

gleeds

Social Value
Policy Document

At Gleeds, our purpose is to shape the future of the built environment with an ethical, sustainable and socially-conscious mindset. Our social value strategy is underpinned by a commitment to our talented people, the multicultural communities in which we live and work, supporting our clients' sustainability goals throughout their projects, and protecting the planet for future generations.

Gleeds defines social value as the additional positive value that our business and industry creates for society and the environment through the delivery of our projects and programmes.

SCOPE

This policy outlines Gleeds' commitment to maximise, manage, measure and report the social value we create through working collaboratively with our supply chain and partners. Our social value strategy is in accordance with The Public Services (Social Value) Act 2013, The Procurement Reform (Scotland) Act 2014 and The Wellbeing of Future Generations (Wales) Act 2015. As a global business, it is recognised that for each jurisdiction in which Gleeds operates, specific social value responsibilities and plans may be applicable. On these occasions, local policies and practices may be in place to support this principal policy.

DELIVERY

Our biggest opportunity for positive impact is through the projects we deliver, supporting our clients with their sustainability goals and social value vision. We believe in sharing our knowledge and skills to empower others to succeed; just as we acknowledge that the power of partnerships enables communities to thrive.

OBJECTIVES

This policy forms part of our Environmental, Social and Governance (ESG) strategy: "Together for a sustainable future: People, Project, Planet". In seeking to create a positive impact on communities through added social value, we have established the following objectives:

PEOPLE: TO INSPIRE AND EDUCATE BY:

- Promoting this policy, and our objectives, to our people and partners with training and knowledge sharing sessions
- Setting local strategies and accountability for delivery through Board level sponsors and senior Social Value Ambassadors
- Sharing resources and best practice among the Social Value Champions network
- Reporting on social value metrics and progress to key stakeholders via the Thrive social value platform
- Prioritising employee wellbeing, by implementing our Wellbeing strategy.

PROJECT: TO MAXIMISE COMMUNITY IMPACT BY:

- Creating healthier and more sustainable communities, tailoring social value activities to specific needs
- Partnering with Voluntary, Community or Social Enterprises (VCSEs) and local groups to invest in our community
- Increasing recruitment from groups who face barriers to employment; and hiring local employees and suppliers where possible
- Providing educational engagement activities in schools and higher/further education facilities to reduce barriers to employment
- Promoting volunteering opportunities and match funding policies to our people

PLANET: TO ENHANCE OUR POSITIVE IMPACTS AND MINIMISE OUR NEGATIVE IMPACTS BY:

- Reducing the consumption of natural resources and preventing pollution in our projects and buildings
- Promoting sustainable and ethical procurement in the delivery of our projects and management of our facilities
- Providing environmental solutions to our clients, including decarbonisation and clean energy strategies
- Leaving a long-term legacy of resilient infrastructure that responds to the challenges of climate change
- Developing environmental awareness campaigns and educational resources for our stakeholders

MONITORING

To monitor Social Value, we use the Social Value Model and Impact Evaluation Standard (IES) Framework through the Thrive social value reporting platform. Projects are uploaded on to the platform with our social value commitments, where they are assigned a Data Controller who inputs relevant data for their project. Each location has a Project Auditor to ensure that there is sufficient evidence provided and that it is not double counted.

MEASURING

To measure social value, we have agreed to the use of 16 core metrics from the IES Framework. We apply these core metrics across our social value projects to ensure consistency and quality in the social value added at Gleeds.

The 16 core metrics from the IES Framework broadly focus on the following 4 themes which apply to Gleeds in the following capacity:

- **Tackling economic inequality:** Through developing new skills sets, expanding job opportunities, and increasing supply chain resilience and capacity
- **Fighting climate change:** Through reduction in consumption (CO2 emissions, water and waste), and time spent on environmental initiatives
- **Equal opportunity:** Through diversifying our workforce, creating equal opportunities, and reducing inequality in our organisation and supply chains
- **Wellbeing:** Through community integration, external investments, employee volunteering and education outreach

We also tailor additional measures that fall outside of the 16 core metrics, to support our clients' strategic objectives. These activities are delivered in line with our values, by combining personality with professionalism.

REPORTING

We ensure that our stakeholders have access to relevant information on our social value performance presented clearly and concisely. Where targets are not being met, we will be clear about measures to be taken to address this.

MANAGEMENT

Gleeds' Head of ESG, Michelle Regent, holds board level responsibility for the Social Value policy and strategy. This is supported by the Social Value Focus Group (chaired by Gleeds' Corporate Social Responsibility (CSR) and Social Value Manager) which informs the strategy for social value through a diverse pool of employees from across the business.

IMPLEMENTATION

The ESG team provides a variety of opportunities that enable our people to generate social value in as part of their working lives and support the Social Value Champions network to deliver and measure social value. Project Leads and Account Managers are responsible for delivering social value through their contracts, in line with KPIs.

REVIEW

Our strategy is about progress, not perfection. We work with industry bodies to drive best practice in community engagement and local employment. As a member of the National Social Value taskforce (UK), and through other collaborations, we are always looking for opportunities to evolve and develop our social value approach and delivery.

We recognise that social value is not a 'one size fits all approach' and we seek to adapt and tailor our activities to meet local and client needs. This policy is reviewed by the ESG Team annually to ensure relevance to our business strategy and all Gleeds employees are expected to comply with Gleeds in applying this social value policy.

RELATED DOCUMENTS

- ESG Strategy
- Fairness, Inclusion & Respect Strategy
- Wellbeing Policy
- Sustainability Policy
- Volunteering Policy
- The Public Services (Social Value) Act 2013
- The Procurement Reform (Scotland) Act 2014
- The Wellbeing of Future Generations (Wales) Act 2015

Michelle Regent | Head of ESG
September 2023



Endorsed by: **Graham Harle** | Chief Executive Officer
September 2023

