



Social Value Policy

MSP 01I

Introduction to Social Value

Suttles are invested in ensuring our business has a positive impact on the social, economic and environmental wellbeing of our employees, supply chain partners and the wider communities in which we work.

Social value relates to the impact of change on people's lives and measuring the relative importance that they attribute to these changes. It looks at people's quality of life and wellbeing, through the three pillars of sustainable development – Social, Economic and Environment, and is a vehicle through which we can monitor the impact our business has on these things. It enables us to eliminate inequalities created through our work practices, and ensure that our operations are fair, ethical, safe and sustainable.

We strive to work in partnership with organisations that adhere to these values too.

Purpose

This document sets out how Suttles can achieve the best social value through people and maximise the opportunities for social value that we create.

Wellbeing

- We will ensure that our staff feel supported and empowered to be the best that they can be.
- All employees will complete the annual Suttle Setting Standards training, covering topics including health and safety, behavioural safety, mental and physical health and wellbeing, and modern slavery. Content will be adapted to reflect current hot topics.
- Supply Chain partners will be offered our behavioural safety training.
- We will provide all staff access to an Employee Assistance Programme, which offers confidential counselling and support.
- All staff over 40 years old who have been employed within the business for over two years will be offered annual physical health checks.
- Designated and trained Mental Health First Aiders will be available to all staff should they need them.
- Fairness, Inclusion and Respect (FIR) Ambassadors will be visible and approachable within the organisation.
- Implement the Supply Chain Sustainability School People Matter Charter.

Skills Development & Talent Pipelines

- We will provide existing employees with skills, training and development for the future.
- We will enable local people to obtain the skills required to access employment, via apprenticeship schemes.
- Engagement with local schools and colleges via careers fairs to generate interest in the construction and civil engineering industries, and mock interview sessions to prepare students for the world of work.

- Develop graduate programmes in collaboration with universities to access the best civil engineering and surveyor students via placements and graduate schemes.
- Create employment opportunities within the communities that we work.
- Encourage recruitment to the construction industry from disadvantaged and underrepresented groups.
- Make evidence based and data driven decisions on where to target our recruitment efforts.

Local Economy

- We will procure goods and services locally where possible.
- We build close relationships with our local suppliers and collaborate to achieve the most sustainable outcomes.

Community Engagement

- We will ensure that the local communities in which we work are aware of what we are doing, and why, in their local area.
- We will provide open channels of communication for local residents to find out more, via information boards, signage and barcodes, accessed via SMART phones, providing contact details or more information.
- Build relationships with local education and training providers to offer work experience, apprenticeships and graduate placements, and inform students of the opportunities available to them in construction and civil engineering.
- Actively engage with local business networks to raise the profile of the business and industry.
- Partner with local charities, for example Bournemouth People First, to deliver additional benefits within the communities that we work.

Environment

- We will use resources efficiently, reducing waste and maximising value.
- We commit to adhere to our Environmental Policy and Carbon Reduction Plan.
- All staff will complete environmental awareness training.
- Strive to embed the Waste and Resources Action Programme (WRAP) and adopt a 'Reduce, Re-use, Recycle' approach in every aspect of our business.
- Be cognisant of the environmental impact of our work on local communities, working to reduce air pollution, noise nuisance and in turn improve health and wellbeing.
- Be sensitive to biodiversity, ecology and site sensitivity in all programmes of work.

Output & Outcomes

- We will measure the outcomes and impact of our social value using recognised independent tools.

Summary

The Suttle Projects' Management System interprets, and where possible exceeds, the requirements of policy, and the client, in respect to social value.

The Suttle Projects' Management System interprets, and where possible exceeds, the requirements of legislation, and the client, with regard to the social wellbeing of all staff and those organisations that work with us.

The Suttle Projects' board of directors will create a business culture that will maintain and promote working with the utmost standard of integrity and ethics.

This policy and its associated procedures will be formally reviewed annually or as a result of changes in legislation, scope or performance.

Signed:

A handwritten signature in dark ink, consisting of a stylized 'J' followed by a horizontal line and a small dot.

J Paine, Managing Director

Dated: 19th January 2025

Date of next review: Jan 2026