

Social Value Policy

As one of the UK's leading construction and property services organisations, we believe it is our responsibility to enhance local communities through the way we work.

Our social value commitments:

1. We aim to have a net positive impact on local communities where we operate. We will build relationships with key stakeholders so we can understand their social and economic priorities.
2. We will donate business resources including employee time and skills, materials and funds to help tackle social issues.
3. We will demonstrate good corporate citizenship by the way we do business.
4. We aim to make BAM a great place to work by listening to our employees and encouraging them to share their views on how we can have more of a positive impact.

Governance, measurement and assurance

We are committed to monitoring and reviewing our approach to creating social value. This will empower us to tackle social issues identified as a priority by our clients, employees and local communities.

We will achieve this by:

- Measuring the breadth and impact of our enhancing lives activities internally and externally.
- Using recognised national frameworks for measuring social value outcomes. We are a member of the Social Value Portal and use the national Themes Outcomes and Measures at project level.
- Working with local and national government agencies to improve the industry's approach to social value.

Creating Social Value

We create social value by collaboratively working with our employees, supply chain, clients and other key stakeholders. Our Enhancing Lives programme encompasses the array of activities that we believe will have a positive impact on communities.

We have grouped our activities into four key focus areas that we believe are essential to creating social value. Future skills and employment; supporting and growing local economies; engaging with communities; positive environmental impact.

Future skills and employment

- To meet our goals around gender parity and cultural diversity* and encourage our sub-contractors to do the same, we will encourage a diverse group of people to enter our industry by continuing to remove any and all barriers for disadvantaged people, providing skills, work placements, curriculum support and employment opportunities.

*As defined in BAM's Diversity and Inclusion Policy

- Providing ongoing and varied training and development opportunities for our employees.
- Creating employment opportunities within the communities that we work.

Growing local economies

- Providing opportunities for micro, small and medium-sized businesses, and social enterprises that can demonstrate the positive social or environmental impact they have.
- Procuring goods and services locally where possible and measuring our 'local' spend.
- Supporting VCSEs and small businesses to grow and thrive in the industry.

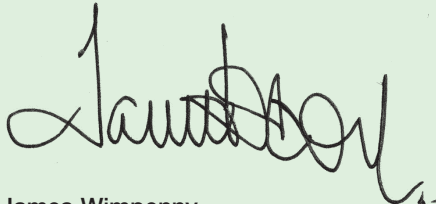
Engaging with communities

- Encouraging all employees to use their two (working) volunteering days or 16 hours paid leave, on projects and activities that enhance lives positively.
- Providing resources for social and environmental improvement projects where we work.
- Committing to register and adopt the Considerate Constructors Scheme's Code of Practice on all sites (size dependent).
- Partnering with national and local charities that share our values, through corporate giving and strategic fundraising.
- Encouraging and offering support for improved health and well-being, both physical and mental, for our employees and our supply chain.

Positive environmental impact

- Using natural resources efficiently, reducing waste and maximising value.
- Minimising ours and the industries impact on climate change towards a net zero carbon building environment.
- Contributing where we can to improving air quality, maximising local biodiversity and avoiding negative impacts from noise, nuisance and pollution.

This policy will be communicated to our employees, supply chain partners and relevant stakeholders and will be reviewed on an annual basis and in line with our parent company Royal BAM Group's corporate commitments and policies.



James Wimpenny
Executive Director, Construction