
Social Value Policy

1. Introduction

Our Social Value policy supports our guiding principle 'Delivering lasting impact' and is central to how we operate. Our impact is measured not just in the quality of the works delivered but in the longer-term impact on the environment, communities, and people. We are committed to help address societal issues in villages, towns, and cities where we operate. Whether it is providing local opportunities and employment, upskilling our supply chain partners, protecting the environment or collaborating with community groups, charities, and schools we are striving to make a difference.

GRAHAM are committed to being an inclusive workplace where all employees, customers and stakeholders can fully participate and contribute. We strive to ensure accessibility across all facets of our operations, including physical spaces, digital platforms, communication channels and services.

Our People policies are regularly audited against rigorous accessibility standards to ensure compliance and to support every employee.

Anyone who requires additional support or has any questions regarding accessibility can contact the HR team at HR-GFM@graham.co.uk

2. Policy & Legislation

Our commitment as a responsible sustainable business ensures we support our clients to fulfil their responsibilities under the following legislation and guidance.

- The Public Services (Social Value) Act 2012
- Public Procurement Note 06/20 – taking account of social in the award of central government contracts (2020)
- Northern Ireland Public Procurement Note PPN 01/21 - Scoring Social Value (2021)
- The Procurement Reform (Scotland) Act 2014
- Wellbeing of Future Generations (Wales) Act 2015
- WPPN 01/20 Social value clauses/community benefits through public procurement (2020)

3. Strategy & Approach

Our strategy and approach is to always consider and identify the social, economic and environmental benefits that can be delivered through the work we deliver for our clients. Our risk assurance processes ensure the quality of our offering is not compromised but rather enhanced by considering social value.

We are committed to monitoring and reviewing our strategy and approach at Group level through our CSR steering group formed of Divisional & Departmental Directors and Heads of key supporting services. Regionally, our teams on the ground ensure a localised approach which is fundamental to Social Value and ensures the needs of local communities are met, maximising our impact.

We collaborate with local and project stakeholders, customers, and impacted communities to optimise our social impact, this can include;

- Local employment & job creation
- Employment of diverse/underrepresented/disadvantaged people
- Apprenticeships & work experience
- Educational engagement (STEM activity and career guidance)
- Training and employee development & upskilling
- Engagement & support for charities and community groups
- Volunteering & pro bono work
- Local & inclusive procurement (SME's and social enterprises in supply chains)
- Supply chain resilience & capacity
- Prompt & fair payment to the supply chain
- Fair Pay & Labour conditions
- Equality, diversity, fairness, inclusion, and respect in the workplace
- Promoting Health & Wellbeing
- Carbon & waste management
- Air Quality & safeguarding the natural environment
- Responsible sourcing & material selection

4. Measuring & Reporting

'Impact' is a comprehensive tool which allows us to measure and report on the total generated Social Value from our operations. 'Impact' transforms our Social Value data into a visual medium that demonstrates to both internal and external stakeholders the extent of our social value and its impact on individuals and the communities in which we work. Social Value outcomes have been aligned with the National Social Value Taskforce 'National TOMs', enabling us to measure and evaluate the company's social return on investment (SROI) accurately and credibly.

While the 'Impact' tool allows us to measure our social return on investment across our business using a standard method of measurement widely recognised within our industry, we also acknowledge and respect that at framework and project level our clients have may have their own specific or alternative methods of measurement. Therefore, for external reporting we are also committed to reporting against key client drivers and KPI's in line with specific project requirements easily demonstrating the added value to relevant Stakeholders and the lasting impact that GRAHAM deliver.