

SOCIAL VALUE AT EQUANS



01 INTRODUCTION

EQUANS UK & Ireland has the mission to connect, power & protect - empowering businesses and communities to not only fully embrace the energy transition, but also the digital & industrial transitions that are also redesigning the way we move, work and live. We support our customers to move towards a greener, more efficient and increasingly digital world by combining our expertise to provide low-carbon energy solutions, offer cutting-edge technical and FM services and deliver transformative regeneration.

We combine these capabilities to make the zero carbon transition possible for individuals, businesses and communities throughout the UK & Ireland.

EQUANS Responsible Business Charter sets out our commitments across four guiding principles, and ensures transparency and accountability on critical issues including speed of supplier payments, person obligations, environmental and social responsibility, living wage, diversity and inclusion. It includes specific commitments to delivering and measuring the social value we create.

Together these commitments help us to enhance the positive impacts, and mitigate the negative impacts, of our activities against the United Nations Sustainable Development Goals (SDG's).

02 OUR SOCIAL VALUE AMBITION AND KEY GOALS

It is our responsibility to manage our activities in such a way to reduce risk and maximise the positive environmental, social and economic impacts that we deliver for the communities and clients that we serve.

Our social value ambition is to support the creation of more resilient communities through a just transition, by supporting vulnerable groups through education and into independent living, improving air quality, and delivering on our purpose to make zero carbon happen.

Our key goals are:



RESPONSIBLE BUSINESS CHARTER



Roll over the numbers to reveal the goals

We work with clients to identify opportunities for social value, and with our operational teams and supply chains to deliver on our commitments whilst seeking further opportunities to expand the social value delivered within our communities.

Examples of how we do this include improving employment and training initiatives (e.g. recruiting apprentices, offering work experience), volunteering in the local community, supply chain spend with local suppliers and the Voluntary, Community and Social Enterprise sector and environmental initiatives such as reducing travel emissions, reducing energy consumption and improving air quality.

03

MEASURING SOCIAL VALUE

EQUANS records all social value activities across our contracts on our online Responsible Business App, a bespoke system that we have created in collaboration with key social value partners such as Social Value Portal and HACT (Housing Associations' Charitable Trust).

Our system synthesises the major social indicators from their frameworks, Social Value Bank and the National TOMs (Themes, Outcomes and Measures) Framework, into one comprehensive ENGIE framework which enables us to track and report on financial and non-financial social value.

This system produces the total social value corresponding to each identified outcome which helps us to accurately capture and articulate our social impact.

We have also identified associated UN Sustainable Development Goals, using these to identify opportunities to add value to our communities, where these outcomes have the greatest impact.

04

GOVERNANCE

To guide the organisation on Social Value we have created a Social Value Working Group.

The group provides strategic direction on the delivery and reporting on social value to ensure growth in our understanding and awareness of social value, embedding a positive culture across the business.

05

PLEDGES AND COMMITMENTS



To enhance opportunities for some of the UK's most vulnerable young people to find work by offering employability workshops, traineeships and work placements. This creates a diverse and inclusive workforce and demonstrating our genuine commitment as a signatory of the Care Leavers Covenant.

Social Value Priorities: Social, Jobs, Innovation



To enhance our workforce with individuals who have invaluable transferable skills including leadership, teamwork, commitment, planning and project management by offering employability workshops, traineeships, work placements and job opportunities. Resulting in a skilled workforce and demonstrating our genuine commitment as a signatory of the Armed Forces Covenant.

Social Value Priorities: Social, Jobs, Innovation



To enhance accessibility and opportunity to those with special educational needs and disabilities by adapting our Social Value offering to maximise inclusivity in SEND settings and with SEND support organisations. This will ensure our Social Value activity and workforce reflects a diversity of capability demonstrating our commitment to being a Disability Confident Employer.

Social Value Priorities: Social, Jobs, Innovation



To equip those from BAME communities with the skills, knowledge and confidence through outreach workshops and extended support, to access employment opportunities. This will ensure our Social Value activity is targeted and promotes a workforce within EQUANS and wider organisations that reflects the cultural diversity of the communities in which we work, supported by the Race at Work Charter.

Social Value Priorities: Social, Jobs, Innovation



The Prince's Responsible Business Network
Race at Work Charter signatory



Playing our part in addressing youth unemployment and skills shortage, to inspire young people and create a pipeline of future talent, by offering careers workshops, taster days, work placements, and apprenticeships, to equip them with the skills and confidence to apply for job opportunities.

Social Value Priorities: Social, Jobs, Innovation



To support women affected by abuse to enter or re-enter the workplace. Equipping women with confidence, access to mentoring, employability sessions, training, up-skilling and paid employment opportunities.

Social Value Priorities: Social, Jobs, Growth, Innovation



Through our Social Mobility Pledge, we aim to support those from disadvantaged groups and most at risk in our commitments to reach out to schools and colleges to provide careers advice, mentoring and enrichment experiences, provide work experience and apprenticeships to people from disadvantaged backgrounds and circumstances and to ensure we adopt recruitment practices which promoting a level playing field.

Social Value Priorities: Social, Jobs, Innovation





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