

# Equans' Social Value Framework

**Equans' UK  
Business Unit**

2024



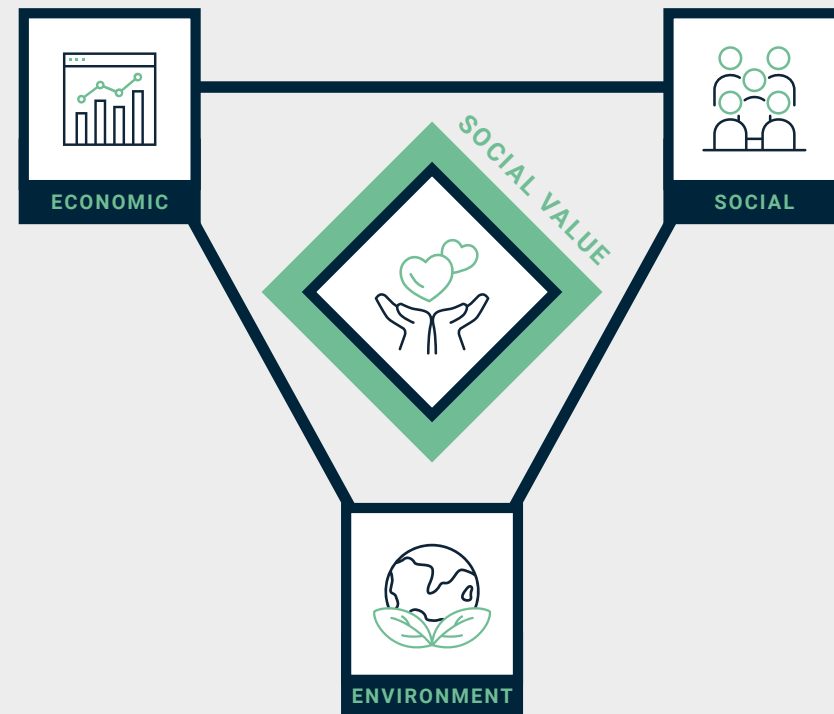
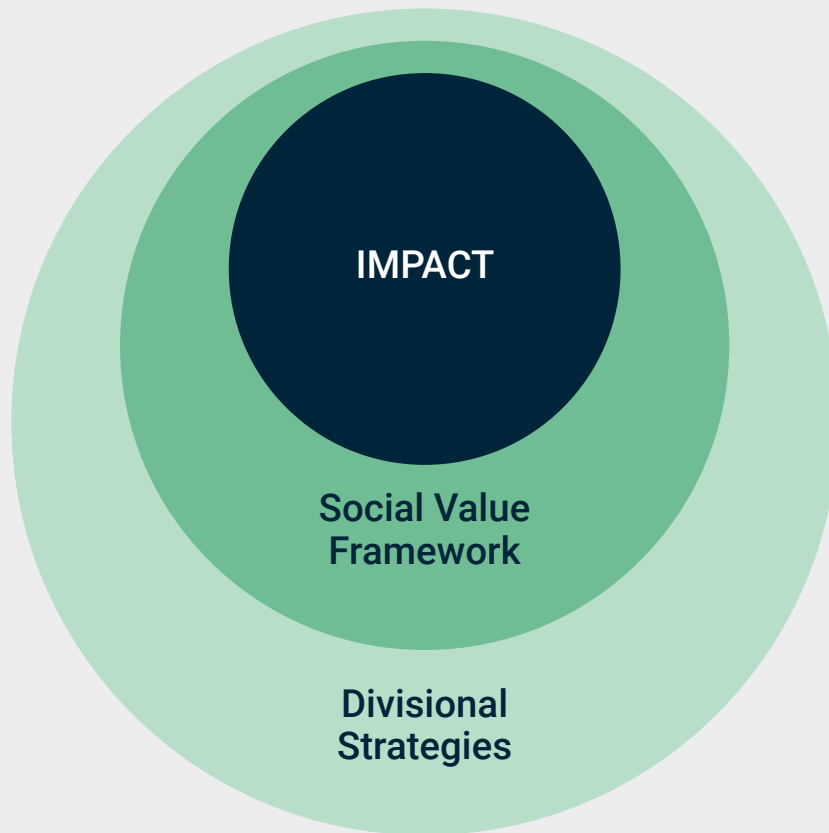


# Equans' UK BU Social Value Framework

Through IMPACT, our manifesto for achieving global and sustainable performance, Equans is committed to being a responsible business and making a positive impact through our operations for our clients, communities, and our people.

We believe it is our responsibility to manage our activities to maximise the positive environmental, social, and economic impacts that we deliver for the communities and clients that we serve.

To achieve this we have established a corporate framework for social value, outlining how Equans' supports the delivery of social value at a corporate level. The framework will also assist operational teams and their Divisional strategies, aligning to Equans' corporate ambitions.





**Equans Social Value Ambition**

To have a long-term positive impact on the communities where we operate.



At Equans IMPACT drives our social value ambition, setting out not only how we impact our communities but also how we can have a positive impact on our employees, through their safety and wellbeing, whilst developing their skills to evolve their careers, and the environment

We are committed to engage in our Community's Development, being a proactive and responsible local economic actor, by creating jobs and providing professional qualifications. We play an active role in improving the social and economic resilience of our communities.

We also believe it is our responsibility to give everyone the chance to express and develop their potential talent under our IMPACT commitment to 'Provide Fair & Equal Opportunities to all'.

At Equans we recognise and understand the important role businesses play in society to help communities thrive.

We see social value as our moral obligation, as well as a legal requirement.

**How**

At Equans, we believe we can have a positive impact on society by considering social value in our approach, processes and the decisions we take, from the way we operate (our contracts), employ, and develop our people, procure goods and services (spend) and the organisations we partner with. This is reflected throughout IMPACT.

We engage with numerous stakeholders to deliver social value including: clients to identify opportunities; operational teams and supply chain to deliver against our commitments; and our communities to seek out and expand our support.

**Our Focus Areas**

- Employment & Skills**
- Community Outreach**
- Spend**





## Employment & Skills



How we employ and develop skills (both for the community and our employees):

Our people are at the heart of our business. We will promote local skills and employment by advertising and recruiting locally and providing employability skills and training to our communities and workforce.

We also work to improve the employability of young people by providing young people with employability skills for the workplace; work experience and internships; and a range of career opportunities.

Equans is a signatory of the Care Leavers Covenant, Employer's Domestic Abuse Covenant and Armed Forces Covenant and will work with these organisations to support these groups into employment (through skills and opportunities) and independent living.

We also identify and work with others organisations, aligned to our ambitions and help support the delivery of these activities.

### Employment & Skills Activities

- ▶ School visits & engagement
- ▶ Work experience
- ▶ Delivering employability sessions to schools, colleges and community groups
- ▶ Apprenticeships
- ▶ Training
- ▶ Local employment
- ▶ Social Mobility Pledge

## Community Outreach



How we engage with our communities:

We will engage and work with our communities to improve their social resilience and create communities' which thrive. We will support local charities, community groups and local residents by enabling our employees to identify and support local needs and causes through fundraising, volunteering, and charitable donations.

We also partner with organisations to help us provide opportunities for our employees to support their local communities through our outreach activities.

### Community Outreach Activities

- ▶ Volunteering
- ▶ Donations to local community projects / charities
- ▶ Fundraising & match funding
- ▶ Sponsorship
- ▶ Equans Tree Fund

## Spend



How and where we spend our money:

We will improve the economic resilience of our communities by providing more opportunities for local suppliers, SMEs and VCSEs in our supply chain and increasing our spend with these suppliers.

### Spend Activities

- ▶ Responsible Procurement Policy
- ▶ Buy Social Corporate Challenge with SE UK
- ▶ Spending with local suppliers
- ▶ Spending with SMEs and VCSEs
- ▶ Training our suppliers
- ▶ Supply Chain Sustainability School partner





**Other activities**

At Equans we recognise the interconnectedness of social value with other themes within IMPACT, including our People and Environment. We work closely and collaboratively with these teams to ensure we embed the principles of social value and have positive impacts on our communities.



**ENVIRONMENTAL FOOTPRINT**

Equans is committed to protecting the environment where we live and work to provide positive impacts on our communities. We are focussed on reducing our carbon and environmental footprint as well as implementing key strategies to promote biodiversity and protect natural resources.

Our Environment Policy details the keys steps we will take to help us decarbonise and safeguard the natural world. We have reaffirmed our decarbonisation strategy through committing to company wide emission reductions – more of which is detailed in our Net Zero commitment.

Tied closely to our Community Outreach, in 2019, we established the Equans Tree Planting Fund with a view to increasing our support of our country's rich array of wildlife and safeguard the national environment.

**FAIR & EQUAL OPPORTUNITIES**

As part of our commitment to creating a positive impact across society, we strive to provide fair and equal opportunities to all employees by investing in the co-creation of a strong culture of diversity, equity, and inclusion at all levels of the company.



We also want to create a great place to work which represents the diverse clients, customers, and communities we serve and an equitable and inclusive culture where everyone can be themselves and achieve their potential. This belief is embedded in our IMPACT values and our Diversity, Equity and Inclusion vision.

**Measuring Social Value**

Equans records all social value activities across our contracts on our online Social Value App. Our system utilises the major social indicators from Social Value Portal's National TOMs (Themes, Outcomes and Measures) Framework, with a few bespoke measures, to enable us to track and report the social value delivered across our sites.

The National TOMs framework is built around five key Themes, supported by 48 outcomes and specific measures that allow an organisation to identify and measure the benefits of its operations to the local community. We report against the 5 themes and have selected 20 key outcomes to concentrate our efforts, aligned to our corporate ambitions and focus areas.

We also capture our corporate (non-operational) social value through a similar tool, utilising key measures from the National TOMs Framework, to measure the impact we deliver in our communities outside of contract activity.

**The 5 Themes are as follows:**

	<p><b>JOBS</b> Promote Local Skills and Employment</p>		<p><b>GROWTH</b> Supporting growth of responsible regional business</p>
	<p><b>SOCIAL</b> Healthier, safer and more resilient communities</p>		<p><b>ENVIRONMENT</b> Decarbonising and safeguarding our world</p>
	<p><b>INNOVATION</b> Promoting social innovation</p>		





We report on our social value performance against our IMPACT KPIs under the commitments of 'We Engage in our Community's Development'

**IMPACT KPIs:**

**Employment & Skills**



5% of workforce from apprenticeship programmes by 2024

minimum of one training day per employee per annum

**Community Outreach**



increase social value (£SV) delivered by 3% on previous year

percentage of contracts reporting on SV metrics

measuring our Social Local Economic Value Add (SLEVA)

**Spend**



5% increase in social enterprise spend

maintain 47% spend with SMEs

**We also report on specific commitments against our Social Value Commitments & Pledges.**



**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.

To provide transparency in our data, whilst ensuring its quality and that we are accurately claiming the social value we generate as a business we regularly submit our data for external validation by Social Value Portal.

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