

POLICY

SOCIAL VALUE POLICY

Overview

Elkins Construction is a leading provider specialising in New-Build, Refurbishment, Roofing, Planned and Reactive Repair and Maintenance in the residential sector across London and Southeast of England.

Guided by The Public Services (Social Value Act) 2012, Elkins Construction defines social value as an opportunity to understand the challenges within the communities we serve. Our vision expands beyond winning contracts and generating profits; we aim to increase social value in our service and achieve collective benefit to the community.

The foundation of our Social Value strategy is based on the 'Three Pillars of Sustainability' - Social, Economic and Environmental. We engage and collaborate in positive initiatives that bring relevant and meaningful change to the local communities we work in.

Objectives

It is Elkins Constructions' goal to strategically plan and evaluate our involvement in projects at tender stages, early procurement and supply chain selection to secure social value benefits.

This is achieved by early consultation with key stakeholders, our supply market and customer base to reach a common understanding of what social value might look like for our contracts.

To develop, expand and implement the delivery of our social value commitments, the company have appointed a Social Value Manager who delivers social impact initiatives inside and outside the organisation on behalf of our customers to improve the sustainability and legacy of Elkins Construction.

We have a long history of collaborative engagement with the Considerate Constructor scheme and share the values of the Code of Best Practice - Respect the Community, Care for the Environment and Value Workforce.

Diversity is embedded in our company ethos, and we reach out to everyone:

- Young people aged 16-25.
- People from a lower socio-economic background.
- Long-term unemployed and those not in education or training.
- older and vulnerable members of society.

Elkins Construction actively promotes the Construction Industry as a career choice by:

- Attending career fairs aimed at years 11-13.
- Carrying out mock interviews and CV skills classes.

- Delivering employment workshops.
- Hosting site visits to give an insight into the industry and its vast career options.

Community Engagement

- Elkins work in partnership with tenant representatives and charities to deliver community initiatives that meet local needs.
- Elkins work in partnership with charities to identify volunteer opportunities that deliver benefits to local communities.
- Elkins work in partnership with education and training providers, charities, and outreach programmes and organisations supported by the UK Government to ensure our employment, training and apprenticeship opportunities reach those from disadvantaged and underrepresented groups.

Employment and Skills

- We create employment opportunities in the communities in which we work.
- We work with education and training providers to support the curriculum and offer work experience opportunities.
- We work in partnership with tenant and resident representatives to identify residents who may benefit from our Apprenticeship and Work Experience programmes.
- We work with charities, training providers and organisations supported by the UK Government to secure employment opportunities are accessible to local people.
- We provide our employees with new skills and training to enable the mentoring and support of those enrolled in our work experience and apprenticeship programmes.
- We work with our subcontractors to ensure they commit to providing apprenticeship and work experience opportunities as part of their pre-commencement agreement.

Local Business and Economy

- Elkins procures goods and services locally where possible.
- Elkins provide support for small, medium, and micro-sized businesses, social enterprises and minority-owned businesses to improve their capability and grow sustainably.
- Elkins provide work opportunities for small, medium, and micro-sized businesses, social enterprises and minority-owned businesses.

Environment

- We ensure that potential pollutants released into the environment, where practicable, are either eliminated, minimised or controlled to reduce the detrimental impact on the environment.
- We ensure that raw materials, energy and waste products are managed effectively to eliminate or reduce possible adverse effects on the environment.
- We consider environmental criteria when purchasing plant, materials and products to ensure they reflect customer and community expectations.
- We ensure that waste products are disposed of in accordance with best practice, and wherever practicable, seek to enhance waste reuse, recycling and the use of recycled materials in accordance with construction and quality standards.

Governance, Measuring and Reporting

- Elkins take clear accountability for delivering this policy.
- Elkins monitors and reports on our social value impact.
- Elkins continually reviews the effectiveness of our Social Value delivery, making changes where necessary to ensure benefits to communities.

Elkins Construction will routinely review and evaluate the relevance, proportionality, equal treatment and non-discrimination objectives to achieve a more developed level of social value procurement capability.

We will continue to enhance collaboration at the earliest possible stage between senior management, relevant stakeholders, commercial and project delivery teams to achieve the optimum mix of policy outcome and its delivery of social value.

A handwritten signature in black ink, appearing to read "Ray Elkins", is positioned above the printed name.

Ray Elkins

Managing Director

08/11/2023