

SOCIAL VALUE POLICY

This is a policy of Danaher & Walsh Group Limited and its subsidiary companies, namely Danaher & Walsh Group Limited, Danaher & Walsh (Civil Engineering) Limited and Danaher & Walsh APS Limited.

The Danaher & Walsh Group Companies are committed to enhancing local communities in which we work by delivering positive social value. We are committed to working with clients, our supply chain and other stakeholders to maximise social, economic and environmental wellbeing of local communities in accordance with the Public Services (Social Value) Act 2012.

Our social value delivery falls into five key focus areas:

Jobs

We are committed to creating job opportunities and providing training and work experience in the communities in which we work. This will be achieved by:

- Employing persons from within the communities in which we work
- Investing in training in our workforce
- Operating our apprenticeship scheme
- Providing work placements for university, college and school students
- Proactively recruiting NEETs and long-term unemployed persons
- Offering careers guidance

Growth

We are committed to supporting the growth of responsible local businesses in the communities in which we work. This will be achieved by:

- Proactively engaging with SMEs in the communities in which we operate
- Using our supply chain approval processes to ensure we are only working with responsible businesses and, where possible, those with a proactive approach to social value
- Setting targets with regards to local spend when working on a construction contract
- Proactively seeking opportunities to do business with the Voluntary, Community and Social Enterprise sector (VCSE)
- Engaging with VCSEs to support their business activities by offering advice
- Delivering initiatives to promote mental health and wellbeing throughout our workforce, whilst encouraging acceptance and de-stigmatisation of mental health issues
- Paying our employees the Real Living Wage or above, as quantified by the Living Wage Foundation

Social

We are committed to helping to create healthier, safer and more resilient communities. This will be achieved by seeking out and engaging with community projects and offering support in the form of time (volunteering), material donations or monetary donations.



Environment

Our commitment to the environment is further outlined in our SHEQ Policy. We are committed to decarbonising and safeguarding our world. This will be achieved by:

- Maintaining our Achilles Carbon Reduce Gold certification by measuring and reporting on our carbon emissions as a business
- Implementing initiatives to reduce our carbon emissions
- Working towards achieving net zero carbon by 2030
- Encouraging and facilitating sustainable travel to sites where possible
- Procuring from businesses with sustainable sourcing commitments

Innovation

We are committed to promoting social innovation. We will achieve this by committing time, materials and equipment, and working with stakeholders in order to deliver innovative measures to:

- Promote and support responsible business
- Enable healthier, safer and more resilient communities
- Safeguard the environment and respond to the climate emergency

We will measure, monitor and report on our social value impact by using the TOM’s Framework and associated third party tools. We will use this reporting to continuously improve our social value delivery.

The Policy should be read in conjunction with all associated policies and procedures.

The Managing Director is the person responsible for implementing this policy. It is the direct responsibility of the Company’s management at all levels to be fully conversant with the contents of this policy and to enforce it.

D. H. Danaher
Managing Director

Last review: 07.03.2022