



# Social value policy

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## Contents

- 1.0 Social value policy statement
- 2.0 Organisational responsibilities
- 3.0 Implementation and operation
  - 3.1 Implementation procedures
  - 3.2 Legal and other requirements
  - 3.3 Objectives
  - 3.4 Training, awareness and competence
  - 3.5 Consultation and communication
  - 3.6 Operational control
  - 3.7 Document issue and control
  - 3.8 Joint ventures
- 4.0 Measuring, monitoring and reporting
  - 4.1 Measuring social value performance



## 1.0 Social value policy statement

ISG's aim is to ensure that we consider and maximise the social value and beneficial impact that we bring to the communities in which we operate, both during the course of our works, and once we have completed our projects. We aim to achieve a Group social value, as measured by the Social Value Portal, of 25% of turnover by 2024 and 50% by 2030. This statement supports ISG's stance on sustainability and commitment to social value delivery.

We are committed to:

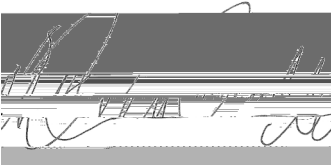
Assessing local needs and engaging stakeholders

We are committed to starting our involvement before we submit a tender return, by getting to know the area, understanding local authority needs, and identifying what is valuable to the local community.

Developing community partnerships

We aim to use 'Appreciative Inquiry' techniques wherever possible, to involve the community in setting

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## 2.0 Organisational responsibilities

As a construction management contractor, ISG is responsible for ensuring that work is performed in compliance with corporate processes for social value management. This includes execution and management of all work performed by direct company employees, subcontractors and direct-hire labour regarding compliance with legislation, approved industry codes of practice, best available techniques, commitments and approvals relating to the project.

The social value policy has been produced for all activities undertaken by ISG that form part of our scope of works; this includes offices, sites and off-site operations. ISG recognises that regulations, customs and practices will differ between business units, but will adopt and implement, as a minimum, the standards set out in the social value policy.

The social value policy is produced and controlled by ISG's group director for sustainable business. ISG's Statutory Board (Stat Board) approves the policy and in doing so ensures appropriate resources are dedicated to its implementation.

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### 3.0 Implementation and operation

#### 3.1 Implementation procedures

We recognise that we have an impact on the communities in which we o1dh e

### Social value plans

Agreed social value plan templates will be used to set out initiatives on each project, and these will be developed and updated over the project's lifetime. The final social value delivered will be monitored against the original target set when initially acquiring the business opportunity.

Social value plan outputs per tender / project will be completed and signed off by the head of social value. Progress against these plans will be monitored throughout the project by the social value advisor and reviewed by a social value manager.







**Growth** : Supporting growth of responsible regional business:

More opportunities for Small Medium Enterprises (SMEs) and Voluntary Community Small Enterprises (VCSEs)

Improving employee well-being

Promoting a workforce and culture that reflect the diversity of the local community

Embedding social value in the supply chain

**Innovation** : Promoting social innovation:

Considering other measures / partnerships and collaborative bespoke projects

**4.2 Monitoring social value performance**

We will measure and monitor agreed social value performance criteria via our bespoke social value reporting tools. We will use a range of tools to collate and monitor our social value achievements, depending on project needs, client requirements and project size. These include:

In-house, bespoke social value trackers

ISG's sustainability monitoring tool – STREEM

The Social Value Portal

Data will be collated from every project above a certain value and duration, against the national TOMs framework, and collated across ISG. Where a project has social value KPIs it will be required to take out a licence on the Social Value Portal to monitor and record social value. All subcontractor contracts will require the subcontractor to directly report on their performance on the portal, against the social value targets set within the contract. For other projects, data will be collated on the social value tracker and then uploaded to STREEM. This data will then be transferred into the Social Value Portal at business unit level, to allow the total social value to be collated across each business unit and ISG overall.

**4.3 Reporting**

The Social Value Portal is a practical, integrated online solution for delivering social value, aligned to public policy and legislation. The online Social Value Portal allows consistency and complete transparency and will facilitate benchmarking and reporting across ISG. Monthly reports will be provided to ISG's chief operating officers and the Stat Board, to confirm our progress against relevant targets.

**4.4 Management review**

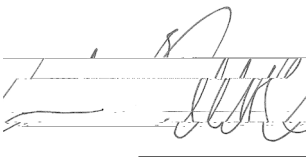
The business unit boards will review the overall performance of the EMS on a regular basis, to ensure it continues to be suitable and effective. Records of the management review will be kept and distributed as appropriate. These records will include the details, and implementation plan of any required corrective action plan, and will be forwarded to the head of sustainability, who is responsible for the maintenance of ISG's EMS.

**5.0 Targets**

The following targets are currently set to cover social value across ISG:

To achieve social value equivalent of a minimum of 25% of turnover, as measured in the Social Value Portal, by the end of 2024.

To achieve social value equivalent of 50% of turnover by 2030.

A handwritten signature in blue ink is written over a horizontal line. Below the signature, there is a rectangular stamp or seal, partially obscured by the signature.