

### Social Value

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AmcoGiffen (Amalgamated Construction Ltd and Giffen Group Ltd) are a national construction and engineering contractor providing a range of specialist engineering services within the UK.

At AmcoGiffen social value and providing positive social impact is intrinsic to the services we provide, we aim to ensure that the work we carry out supplies the maximum social benefit, not only because it is a legislative requirement, because it is the right thing to do. We do this through our commitment to support our workforce and the communities in which we work, provide positive climate and environmental action, and support, collaborate and innovate within the wider industry. We have aligned our policy with the United Nations Social Development Goals, The Public Services (Social Value) Act 2012, The Procurement Reform (Scotland) Act 2014 and The Wellbeing of Future Generations (Wales) Act 2015.

### Our workforce

We will take positive and pro-active action to:

- Identify and challenge inequality in employment, skills and fair pay in the workforce to provide an inclusive and diverse workforce with equal opportunities,
- Promote a culture of social wellbeing where people feel respected, empowered, a sense of belonging and where they can be themselves,
- Support the physical and mental wellbeing of our workforce,
- Support in-work progression and support educational attainment, including training schemes that address skill gaps and result in recognized qualifications,
- Facilitate a positive work life balance,
- Regularly engage with our workforce to discuss social value issues,

### Our communities

Supporting the local communities in which we work is part of what we do. We will:

- Facilitate science, technology, engineering, maths (STEM) skills amongst young people and inspire them to follow careers in STEM, rail and other construction sectors,
- Collaborate and reach out to local communities in design and delivery of our services,
- Support opportunities for entrepreneurship and help new, small organisations to grow, support economic growth, business creation and economic inequality,
- Create a diverse supply chain, involving small and medium enterprises (SMEs) and Social Enterprises (SSEs),
- Support crime reduction schemes,
- Communicate local employment and training opportunities, particularly to people who face barriers to employment and/or who are in deprived areas,
- Partner with local charities and support their objectives by utilising our people and resources by actively supporting staff to undertake volunteering to support the local community and the environment.

### Our environment

We are committed to protect and improve the environment. We will:

- Manage and mitigate the risk of negative impacts of our construction activities on people and the environment,
- Commit to reducing our absolute carbon emissions in line with Science Based Targets. Support low carbon methods of transport, use low carbon alternatives, and take action to combat climate change and its impacts
- Strive to achieve zero non-hazardous waste to landfill and comply with the waste hierarchy. Recycle hard-to-recycle materials through innovative processes,
- Source our materials responsibly and support a circular economy,
- Ensure continual improvement, legal compliance, protection and enhancement of the environment through implementation of robust environmental management systems,

### Innovation

We endeavor to develop strong relationships with our customers and strive to exceed their expectations. We will:

- Support our clients environmental and social targets and be flexible in our approach,
- Report our social value and social impact to our clients through the use of a national social value reporting framework
- Support development and innovation of disruptive technologies throughout the supply chain to deliver lower cost and/or higher quality goods and services,
- Collaborate throughout the supply chain, with a fair and responsible approach to working.

This Policy will be reviewed annually by the Board Directors for continued suitability.



**John Booth**  
Managing Director