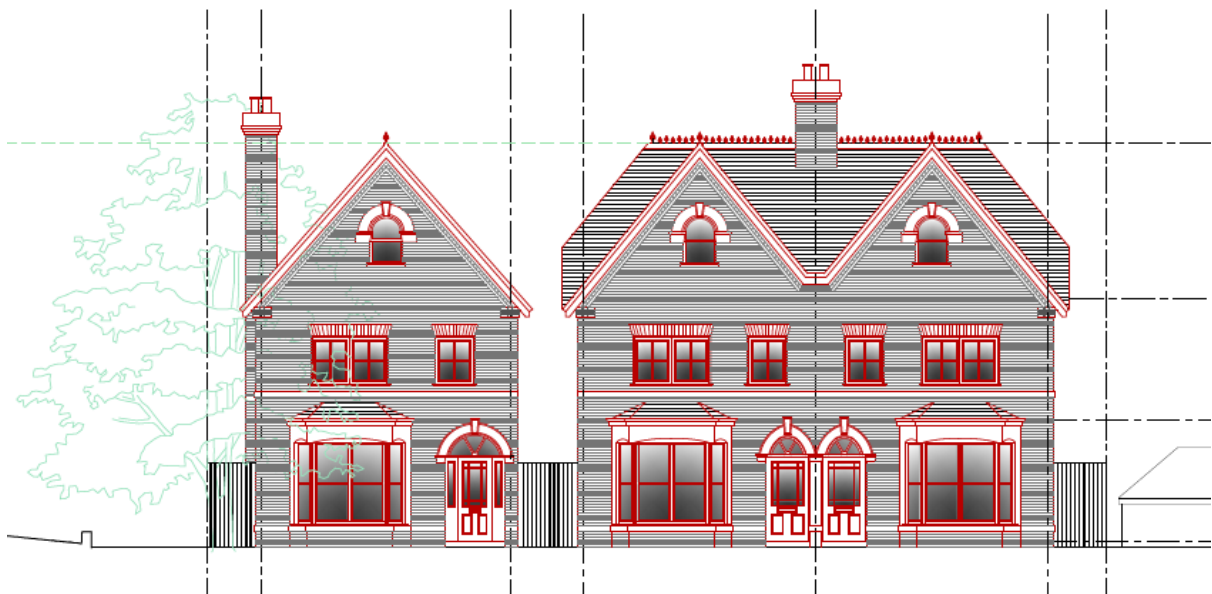
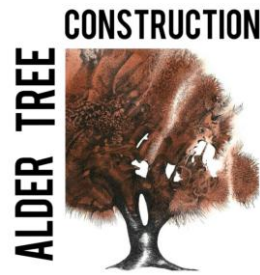




Social Value Policy

2025





Introduction

The concept of 'social value' in construction refers to the potential benefits a project can offer both the local and wider community.

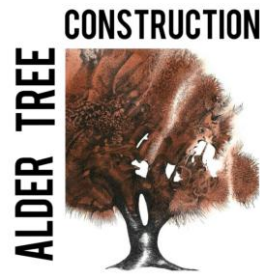
These benefits can be long and short-term, ranging from employment or housing to public amenities and sustainability. While there isn't a single clear metric to track the social value of a project, these brief examples are an initial insight into what this could entail:

- Creating jobs and long-term employment
- Ethical and low-carbon supply chain sourcing
- Engaging charities, community organisations, and NPOs
- Promoting a sense of identity and cohesion within communities

Alder Tree Construction will consider how the project will not only fulfil clients' requirements but also engage with the wider community to address its needs.

Our social value commitments:

1. We aim to have a net positive impact on local communities where we operate. We will build relationships with key stakeholders so we can understand their social and economic priorities.
2. We will donate business resources including employee time and skills, materials and funds to help tackle social issues.
3. We will demonstrate good corporate citizenship by the way we do business.
4. We aim to make Alder Tree Construction Ltd a great place to work by listening to our employees and encouraging them to share their views on how we can have more of a positive impact.



Governance, measurement and assurance

We are committed to monitoring and reviewing our approach to creating social value. This will empower us to tackle social issues identified as a priority by our clients, employees and local communities.

We will achieve this by:

- Measuring the breadth and impact of our enhancing lives activities internally and externally.
- Working with local and national government agencies to improve the industry's approach to social value.

Creating Social Value

We create social value by collaboratively working with our employees, supply chain, clients and other key stakeholders.

We have grouped our activities into four key focus areas that we believe are essential to creating social value:

1. Future skills and employment
2. Supporting and growing local economies
3. Engaging with communities, and
4. Positive environmental impact

Future skills and employment

- To meet our goals around gender parity and cultural diversity* and encourage our sub-contractors to do the same, we will encourage a diverse group of people to enter our industry by continuing to remove any and all barriers for disadvantaged people, providing skills, work placements, curriculum support and employment opportunities.



- Providing ongoing and varied training and development opportunities for our employees.
- Creating employment opportunities within the communities that we work.

Growing local economies

- Providing opportunities for micro, small and medium-sized businesses, and social enterprises that can demonstrate the positive social or environmental impact they have.
- Procuring goods and services locally where possible and measuring our 'local' spend.
- Supporting VCSEs and small businesses to grow and thrive in the industry.

Engaging with communities

- Encouraging all employees to use their two (working) volunteering days or 16 hours paid leave, on projects and activities that enhance lives positively.
- Providing resources for social and environmental improvement projects where we work.
- Committing to register and adopt the Considerate Constructors Scheme's Code of Practice on all sites (size dependent).
- Partnering with national and local charities that share our values, through corporate giving and strategic fundraising.
- Encouraging and offering support for improved health and well-being, both physical and mental, for our employees and our supply chain.

Positive environmental impact

- Using natural resources efficiently, reducing waste and maximising value.
- Minimising ours and the industries impact on climate change towards a net zero carbon building environment.
- Contributing where we can to improving air quality, maximising local biodiversity and avoiding negative impacts from noise, nuisance and pollution.



This policy will be communicated to our employees, supply chain partners and relevant stakeholders and will be reviewed on an annual basis.

Name: Pawel OLSZANSKI

Signed: *Pawel Olszanski*

Date: 2nd of February 2025

Position: Managing Director