

Social Value Policy

Amey's position as a strategic infrastructure service provider significantly impacts the communities we serve. We want to work effectively with communities by designing services personal to them and using local partners to meet their individual needs and priorities. This policy sets out our commitment to ensuring social value is embedded throughout our operations.

Defining Social Value

We define Social Value as ‘the benefits that come about through public service contracts that improve the economic, social and environmental wellbeing of people and communities’.

More broadly it is the measurement of the importance that people place on the changes they experience in their lives. It goes beyond financial measures and considers the broader benefits to the community, environment, and individuals.

Principles

Commitment:

- embed social value principles into our ESG strategy, forming an integral part of business planning, decision making and operational delivery
- engage our employees in fostering a culture of social value, empowering all to make meaningful contributions
- embed social value into procurement activity and across the value chain

Action:

- consider community needs and client priorities to inform local action plans detailing the specific activities and outcomes to be achieved
- identify and develop social value resources and empower champions as subject matter experts
- create and maintain positive and meaningful industry, community and charitable partnerships

Transparency:

- monitor and measure social value as part of our performance delivery
- publicly report on our social value performance
- undertake stakeholder engagement to inform our contract and project social value planning

Themes

We will use the following themes to consider how we can deliver and facilitate social value:

Employment, education and skills

- We will create employment and training opportunities to contribute to thriving local economies.
- We will engage with our employees and support their personal and professional development.
- We will work with schools, colleges and community partners to raise awareness and provide employment pathways into work.

Equal opportunities

- We will seek to understand and reduce the issues affecting the representation of diverse workforces.
- We will take steps to remove inequality in employment, creating working conditions that support inclusive working environments.
- We will support those with barriers to employment by identifying and providing opportunities for training, skills, and sustainable jobs.

Supply chain and responsible growth

- We will procure goods and services locally where possible.
- We will provide opportunities for micro, small, medium-sized enterprises and social enterprises, and support their growth.
- We will target the use of voluntary, community and social enterprises (VCSEs) in our supply chain.
- We will follow fair payment practices when partnering with our supply chain including prompt payment.
- We will promote sustainable and ethical procurement and consider social value as part of our procurement process, with particular focus on reducing the risk of modern slavery and fair working conditions.

Protecting and enhancing our environment

- We will create opportunities for nature recovery, recognising the role it has in supporting wellbeing.
- We will measure our greenhouse gas emissions and commit to reducing it.
- We will value our natural resources adopting the reduce, reuse, recycle philosophy.
- We will support communities to reduce waste, limit their energy consumption, adapt to climate change and enhance the natural environment.

Employee and community wellbeing

- We will ensure the health, safety and wellbeing of those that work for and behalf of Amey.
- We will be a caring neighbour and engage surrounding communities ahead of works to seek to avoid unreasonable nuisance or distress.
- We will support issues of local importance, partner with community organisations and encourage active citizenship engagement.
- We will participate in community volunteering.

Governance and Reporting

The Chief Executive Officer is responsible for this Policy, who, with the Amey Executive Committee, will publish an ESG strategy, with associated annual objectives and targets. The Executive Committee is responsible for ensuring this Policy is implemented and that systems and processes are developed and monitored. They will ensure that the local social value resource is identified and provided.

All managers are responsible for ensuring that all employees are aware of their responsibilities under the policy and that it is fully implemented. The ESG Director is responsible for updating and promoting this Policy.



Andy Milner

Chief Executive Officer

Revision status

REVISION	DATE	AMENDMENT	CONTENT OWNER	MANDATED BY
1.6	Sept 2025	Annual review to align with international operations	Emily Davies	Andy Milner