



## SOCIAL VALUE POLICY

VINCI Construction UK Ltd is part of VINCI SA, a world leader in concessions, construction, facilities and associated services. VINCI delivers a comprehensive service from project inception through design, manufacturing and construction to operation and maintenance. The scope of this policy covers all UK operations.

VINCI has strong values and corporate culture underpinned by our Code of Ethics. This identifies that we are a private-sector group operating in the public interest. The creation of social, economic and environmental wellbeing is embedded within our procedures, processes and in the way we work. This policy outlines our commitment towards stakeholder engagement to maximise, manage, and measure the social value we create on our projects. The scope of this policy covers all UK operations.

### Community engagement

We are committed to making a positive contribution throughout our contracts in collaboration with our customers and supply chain partners to foster mutually beneficial relationships. We calculate our additional social value and promote community involvement which will foster goodwill, create a lasting legacy and ensure community cohesion and mobility to contribute to local wealth.

We encourage our employees and supply chain to draw upon their skills and expertise to maximise support for local initiatives, through active participation in community and charitable activities.

### Safe and diverse supply chains

We support local businesses by providing opportunities for small, medium, micro-sized businesses, voluntary, community and social enterprises and minority owned businesses, by procuring goods and services locally, while following our fair payment practices and recognition of modern slavery risks.

We encourage the use of local resources and labour, reflecting local demographics whilst upholding our principles of equality, inclusion and diversity.

### Education

We collaboratively organise, deliver and promote activities to inspire future generations into the industry in which we work and recognise the inherent social value we create through our activities. Our inclusive approach to supporting and educating all, aims to enable sustainable career development within construction and facilities management, with particular focus on assisting hard to reach groups and tackling social exclusion.

### Skills and employment

We support local people into employment, by providing opportunities and apprenticeships to gain new skills that create meaningful and decent work. We play a leading role and champion the Supply Chain Sustainability School and support our current employees through lifelong learning and career enrichment generating embedded social value. Career progression upholds the principles of equality, inclusion and diversity.

### Environmental sustainability

We ensure the efficient use of resources to manage and reduce our impact on the environment, recognising the importance of the circular economy, life cycle assessment and contribution to the creation and preservation of natural capital.

### Inclusion, mental health and wellbeing

We measure the embedded social value we create through employment and volunteering. Creating opportunities for the short and long term unemployed and the positive mental health created through community and charitable activities.

We will, and expect our supply chain to, create a culture of good work which will have a good effect on our mental health, our society and the economy. A framework of support will enable workers to stay in work and provide information to assist workers to look after their personal wellbeing.



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## Review

This policy shall be reviewed on an annual basis and as and when necessary to reflect changes in relevant legislation. This policy will be communicated to all employees, clients and supply chain via the intranet, IPortal and copies will be posted on all our office noticeboards. Furthermore, it will be made available to members of the public via email request to [info@vinciconstruction.co.uk](mailto:info@vinciconstruction.co.uk).

A handwritten signature in black ink, appearing to read "Jérôme Stubler".

### **Jérôme Stubler**

Chief Executive Officer  
VINCI Construction UK Limited

*This policy applies to VINCI PLC and its subsidiaries of every tier including VINCI Construction UK Ltd.*