

Hercules Site Services prides itself on its strong values and culture and the creation of social, economic and environmental wellbeing is at our core, embedded in all of our processes and the way we work. We aim to generate benefits not only to the organisation, but also to society and the communities we work in. This policy outlines our commitment towards maximising the social value we create on the projects we work on, in accordance with The Public Services (Social Value) Act 2012 and is supported by our Sustainable Procurement Strategy and Carbon Management Procedure.

We have a Corporate Social Responsibility (CSR) Team, Mental Health Steering Group, Carbon Management Committee and Modern Slavery Working Group that lead our social value initiatives across the organisation and coordinate knowledge-sharing, specialist support and inclusion of relevant third parties that increase the potential for enhancing communities.

Hercules is committed to:

## **Skills, Employment and Education**

- Supporting local people into employment, by providing opportunities and apprenticeships to gain new skills, within the communities where we operate.
- Supporting our current employees through lifelong learning and personal development.
- Offering opportunities to underrepresented and disadvantaged groups to gain employment in the construction industry.
- Proactively working to provide opportunities to ex-military and ex-offenders into employment in the construction industry.
- Organise and deliver activities to inspire future generations into the construction industry.
- Working with education and training providers to offer curriculum support and work experience opportunities in local schools and colleges.

## **Community Engagement**

- Supporting and contributing to the social and economic wellbeing of the communities in which we work.
- Carrying out volunteering activities that deliver benefits to local communities.
- Creating lasting physical legacy to improve the lives and wellbeing of the communities local to the projects we are involved with.
- Targeting local deprived or disadvantaged communities to offer opportunities through employment, support, training.

## **Local Businesses**

- Providing opportunities for micro, small, medium and minority-owned businesses through our procurement processes.
- Procuring goods and services locally wherever possible, while following fair payment practices and recognition of Modern Slavery risks.

## **Environment**

- Ensure the efficient use of resources to manage and reduce our impact on the environment.
- Educate our workforce and play our part to reduce air pollution, noise, vibration and nuisance within local communities to improve health.
- Follow our Sustainable Procurement Strategy to promote sustainable and ethical sourcing.

## **Fairness, Inclusion, Respect and Wellbeing**

- Actively promoting employee wellbeing and a healthy work-life balance through our flexible working culture.
- Provide access for all members of our workforce to a Mental Health First Aider and our Employee Assistance Programme.
- Proactively driving and measuring the equality, diversity and inclusivity of our workforce, creating an environment where every employee can be at their best.
- Creating a culture of good work which positively affects our mental and physical health, the economy, and society as a whole.

## **Measuring and Reporting**

- Monitoring, calculating and reporting our social value impact and reviewing on a regular basis.
- Continuously improving effectiveness through KPI monitoring and target-setting.
- Communicating this policy throughout our organisation and to other relevant interested parties.
- Best practice is shared and celebrated both internally and externally .

The CEO shall review this policy annually or following significant changes.



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