

## Social Value Policy

### Introduction

R&M Williams (Holdings) Limited is committed to giving back to the community. We work with hundreds of in-house operatives and subcontractors – most of whom live in cities, towns and villages across South Wales, Mid Wales and the South West of England and have often lived and integrated within the areas in which we work with the focus on minimizing the carbon footprint.

As early adopters of the Welsh Government Value Wales Toolkit and Community Benefits, we won the 2014 RICS Award for Community Benefits on the Penarth Pier Restoration. Investing in the communities we work with means investing in our own future, so we strive to give back through education, charitable donations, employment and training initiatives – with a main focus on leaving a lasting legacy, on all projects, for future generations through specifically tailored and creative social value initiatives and schemes – depending on what a particular community needs. We listen to the communities we work within and aim to include them in what occurs as much as possible.

We have a dedicated full-time Social Value Manager who works across the business to ensure our social value processes and delivery continues to generate value in the local communities in which we work. We monitor Social Value across the business for benchmarking, innovation, continuous improvement and the sharing of best practice initiatives internally, as well as in construction working groups (e.g. Working Well Together Wales). Advertising and marketing of our community initiatives and case studies/lessons learned generates a lot of interest and can positively empower and motivate others to do the same – our aim is to be leading in many areas of social value.

### Our Company Values

Our values align with the seven pillars and wellbeing goals of the Wellbeing of Future Generations Act – supporting and contributing to a more prosperous and resilient Wales – ensuring that our future generations can continue our legacy and that all communities and individuals have a fair and equal chance to thrive. We are aware of how these 7 wellbeing goals empower and enhance Wales to be healthier and more responsible ways of living and working and how important the continuation of Welsh language and culture is amongst everything achieved.

We specifically work with harder to reach communities so that the five ways of working can be naturally achieved and enhance long term and natural integration and involvement in individual's own communities. Our projects achieved are in collaboration with those who live and work in these localities and we feel that this contributes to reducing crime and unemployment and supports the residents in wanting to contribute to the legacy for future generations.

Our on-site Community Benefits Champions work closely with our Social Value Manager to create bespoke and targeted community benefits and targeted recruitment and training plans on each of our projects. This includes (but is not limited to):

- Liaising with local community organizations and charities - for e.g: which leads to supporting individuals in to employment and training when they have not been in education or training (NEETS) or a prison leaver or veteran
- Contacting local authorities and educational institutions to understand how we can best support the local community and economy

- Engage with our supply chain regarding the donation of time, expertise, volunteering opportunities, apprenticeship and employment opportunities

## General Statement of Policy

This policy outlines our commitment towards stakeholder engagement to maximise, manage, and measure the social value we create on our projects through different avenues:

- Time and expertise

We are committed to making a positive contribution throughout our contracts in collaboration with our customers, supply chain partners and the wider community to foster mutually beneficial relationships. Our employees have two paid volunteering days they can use in the community, and our supply chain and subcontractors are included in all opportunities to draw upon their skills and expertise to maximize support for local initiatives. Through active participation in community and charitable activities, we foster goodwill, create a lasting legacy and ensure community cohesion and mobility to contribute to local wealth – whilst being instinctively inclusive to all.

- Materials, goods and services

We support local businesses by providing opportunities for small, medium, micro-sized businesses, voluntary, community and social enterprises enterprises, mutuals and start-ups by procuring goods and services locally, while following our fair payment and procurement practices and recognition of modern slavery risks. We encourage the use of local resources and labour, to reduce our associated environmental impacts whilst upholding our principles of equality, inclusion and diversity.

- Education initiatives

We collaboratively organize, deliver and promote activities to inspire future generations into the industry in which we work and recognize 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. This includes working with staff and prisoners of HMP's to train and support ex-offenders back into work and support reducing reoffending and working with Veterans and reservists into employment via recognizing their transferable skills.

To this end, we work with local and national education partners and initiatives to locate and engage with young people through apprenticeships, traineeships, work experience etc. part-time employment, full-time employment, always with the aim to retain them within the business.

- Investment in a permanent local workforce

We support local people into employment by providing opportunities and apprenticeships to gain new skills that create meaningful work within communities. Employment opportunities are inclusive, in line with our Equal Opportunities Policy, and we will support schemes including work experience for under-represented groups, career advice and education. We support our current employees through lifelong learning and career enrichment generating embedded social value and empowerment to continuously professionally develop. Career progression upholds the principles of equality, inclusion and diversity.

We measure the embedded social value we create through employment and volunteering. Creating opportunities for the short and long term unemployed and the improved mental health created through community and charitable activities. We expect our supply chain to have this same culture of good work which will have a positive effect on our mental health, our society and the economy. A framework of support allows workers to stay actively employed and we will provide information to assist our stakeholders to maintain their personal wellbeing.

R&M Williams, Williams House, Station Square, Neath, Wales, SA11 1BY

T: 01792 459 105 & 02920 350 800 | E: [enquiries@randmwilliams.co.uk](mailto:enquiries@randmwilliams.co.uk) | W: [randmwilliams.co.uk](http://randmwilliams.co.uk)

Company number: 04716632 | VAT number: 850748510

R&M Williams is a trading name of R&M Williams (Holdings) Ltd.

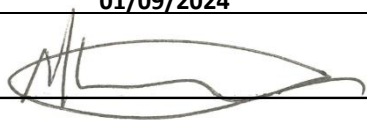
We are an accredited Real Living Wage employer, and promote the adoption of the same within our supply chain, as part of our commitments to the Real Living Wage Foundation.



### 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, it will be available to the public through our website, and copies will be posted on all our office noticeboards.

Policy Reviewed On: 01/09/2024

Signed: 

Print: Mark Williams, Managing Director