

Social Value Policy

1. Purpose

Our company is committed to delivering positive social, economic, and community impact through our business activities. We recognise that our responsibilities extend beyond commercial performance, and we aim to support the communities in which we operate.

This policy outlines how we contribute to social value through community engagement, skills development, and local partnerships.

2. Community Engagement

We actively support local community initiatives and grassroots sport.

Our company provides sponsorship and support to **local football and cricket teams**, helping to:

- promote physical activity and wellbeing
- support grassroots sport
- strengthen community participation
- provide opportunities for young people to engage in organised sport

Through this support we aim to contribute to healthier, more connected local communities.

3. Education, Skills and Employment

We recognise the importance of supporting young people and individuals entering the workforce.

To help develop skills and provide real-world experience we offer:

- **Internship opportunities**
- **Work experience placements**
- Exposure to industry knowledge and professional environments

These opportunities help individuals gain practical experience, build confidence, and improve their future employment prospects.

4. Supporting Future Talent

By offering placements and internships we aim to:

- support local education providers
- encourage interest in our industry
- develop the next generation of skilled professionals
- provide meaningful insight into working life

Where possible, we prioritise opportunities for individuals from the local community.

5. Charitable Partnerships

We are committed to supporting charitable initiatives that benefit public services and the wider community.

Our company supports the **NICU (Neonatal Intensive Care Unit) at the Princess Alexandra Hospital**, contributing to charitable efforts that help improve facilities, equipment, and support for families and newborn babies receiving specialist care.

Through our support we aim to contribute to the important work carried out by NHS healthcare teams and help improve outcomes and experiences for patients and their families.

6. Commitment

We are committed to continuously improving the positive social impact of our activities and will look for opportunities to expand our contribution to:

- community wellbeing
- local economic growth
- skills development and employment pathways

7. Review

This policy will be reviewed periodically to ensure it reflects our activities and commitments to creating meaningful social value.