



# Social Value Policy

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At Jenner our commitment to supporting communities and enabling growth has become second nature within our operations and is undoubtedly firmly embedded in our business ethos to ensure we are always accountable and responsible in our actions. This we believe is fundamental to the continued success of our business.

We work proactively with our business stakeholders and to assist our clients to maximise the social, environmental, and economic wellbeing of the local community. The approach we take and the ways in which we engage with them are many and varied and are wholly bespoke and carefully aligned to the unique aspirations and ambitions of each client or a specific community need.

It is our firm belief that through construction operations we can give something back and further enhance the local community, well beyond the built form. Jenner are committed to promoting a positive image of construction in maintaining well-presented, secure, safe sites and a happy workforce, forging close relations with our wider stakeholders that include local residents and community groups to ensure we fulfil our pledged commitments.

Our social value is delivered in close collaboration with our supply chain and together we are committed to:

## Employment & Skills:

- Safeguarding industry by ensuring future skills are developed with a commitment to create meaningful workplace opportunity via longstanding, close relations with local education and training providers, (i.e. apprenticeships, graduate traineeships, long-term T-Level placements, general work experience, trade days and site tours and talks as well as ongoing mentoring).
- Enabling local people to obtain the skills they need to return to work and gain long-term employment (i.e. via mock interviews, mentoring and CV writing workshops).
- Delivering inspiring, educational talks to local schools (both Primary and Secondary) to encourage and enthuse young people to consider a career in construction, promoting the 186 career paths available.
- Preparing a bespoke Employment and Skills Plan (ESP) or Local Labour Agreement for each project, which is agreed with our client to reaffirm our tailored commitment to this aspect of our social value contributions on their project.
- Upskilling and retraining existing employees to ensure they have the skills they need to thrive in their role and to progress or transition in their career.
- Allowing all staff who wish to, to become trained as a Mental Health First Aider or undertake the half-day awareness course.

## Community Engagement:

- Volunteering activities to benefit the wider local community, (i.e. litter picks, beach cleans, Christmas tree clearances, provision of labour for small community projects that require trade skills etc).
  - Partnering with key local charities as a business entirety, both short and long term to raise essential funds and awareness. An appropriate proportion of profits are donated to charity each year.
  - Supporting additional local charities on a project-by-project locality basis.
  - Working in partnership with local charities and support groups to address key issues within both the construction industry and the community as an entirety including (but not limited to) drugs and alcohol awareness (via The Kenward Trust) and mental health and wellbeing (via The Lighthouse Club), sponsoring or directly delivering talks to vulnerable cohorts.
  - Demanding high standards of professionalism and integrity throughout our organisation to ensure a considerate approach and exceptional reputation, and mitigating the risk of unethical, unsociable behaviour.
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## Local Economy:

- An unrelenting commitment to local procurement through a trusted, longstanding supply chain of subcontractors, suppliers, and builder's merchants.
- Endeavouring to source directly employed and freelance staff locally to further benefit the local economy and ensure their personal wellbeing through reduced travel times as well as the benefit this brings in minimising our carbon footprint.
- Supporting and creating work opportunity for SME's, start-ups and micro-businesses, wherever possible.

## Environment:

- Actively working to reduce air, noise and vibration pollution and eradicate any unsociable behaviour that could be detrimental to overall health and wellbeing within a neighbouring region.
- Optimising opportunity to recycle and reuse to minimise waste and maximise value.
- Promoting sustainable and ethical procurement throughout our business operations.
- Volunteering within the community for initiatives that deliver lasting environmental benefits to improve and enhance green and blue space, such as replanting, litter picks and more substantial woodland and brownfield debris clearances. This will always only be undertaken where it is safe to do so and with full permission.

The Directors of Jenner maintain clear accountability and responsibility for the delivery of this policy and the commitments outlined within, which will be monitored and reviewed annually. They will ensure that as a business we work to continuously drive improvement in our standards to ensure efficiency and effectiveness in our operations to the benefit of all.

Signed



Martin Sandall  
Managing Director  
January 2024

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