



Social Value Policy

Department	Mktg	Ref No.:	PO/04/13
Authorised By	FC	Revision	1
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1. Introduction

1.1 Lindum Group is a regional construction business with operating predominantly across the East Midlands, Yorkshire and East Anglia. As an employee and family-owned company, we recognise our long-term success depends upon creating lasting positive outcomes for the communities in which we live and work.

As an employee-owned business, Lindum is determined we will have a purpose beyond ‘make a profit.’ We are resolute that our actions will create a long-term legacy in the communities where we are based and work. This philosophy is at the core of our Social Value Policy. We believe social value is created when our business activities generate measurable economic, environmental and social benefits beyond the delivery of construction projects alone. Through responsible business practices, local investment and collaborative partnerships, we aim to leave a positive legacy on every project and within every community in which we operate.

This policy sets out our commitments to delivering meaningful social value across all areas of our operations.

2. Our Social Value Principles

Our approach to social value is guided by the following principles:

2.1 Local Economic Growth

We support regional prosperity by:

- Prioritising local employment and regional supply chains where practical and commercially appropriate.
- Supporting small and medium-sized enterprises (SMEs), social enterprises and local suppliers.
- Creating apprenticeship, trainee and graduate opportunities.
- Investing in skills development and long-term careers within construction and related industries.
- Promoting fair payment practices and ethical procurement.

2.2 Community Benefit

We work to strengthen the communities affected by our projects by:

- Engaging positively with local residents, schools, colleges, charities and community groups.
- Providing volunteering, mentoring, careers engagement and educational outreach activities.
- Supporting local charities and initiatives through fundraising, donations and practical assistance.
- Reducing disruption to local communities during construction activities.
- Creating inclusive opportunities that improve wellbeing and social mobility.

2.3 Environmental Responsibility

We recognise that environmental stewardship is fundamental to social value. We therefore commit to:

- Supporting Lindum Group’s wider sustainability and carbon reduction objectives.
- Reducing waste, increasing reuse and maximising recycling.
- Minimising pollution, emissions and environmental impacts from our operations.
- Promoting sustainable construction methods and responsible material selection.
- Protecting biodiversity and supporting environmental enhancement where feasible.



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2.4 Fair, Safe and Inclusive Employment

We are committed to maintaining a respectful, inclusive and safe workplace by:

- Promoting equality, diversity and inclusion across the business.
- Providing safe working environments with strong health and wellbeing support.
- Encouraging employee engagement and participation.
- Supporting mental health awareness and wellbeing initiatives.
- Ensuring all employees and workers are treated fairly and with dignity.

2.5 Ethical Business Practice

We operate responsibly and transparently by:

- Upholding high standards of governance and ethical conduct.
- Complying with all applicable legislation and industry standards.
- Supporting modern slavery prevention and ethical labour practices.
- Working collaboratively with clients and stakeholders to maximise social outcomes.
- Encouraging innovation and continuous improvement in social value delivery.

3. Our Commitments

Lindum Group will:

1. Integrate social value considerations into the business at a strategic level, project planning, procurement and delivery.
2. Seek opportunities to create measurable local economic and community benefit on all projects.
3. Work with clients to align social value activities with local priorities and project objectives.
4. Encourage employees and supply chain partners to participate in community engagement initiatives.
5. Monitor, measure and report social value outcomes where appropriate.
6. Support training, apprenticeships and employment pathways for local people – within projects and the Group.
7. Maintain responsible environmental and sustainability practices across all divisions.
8. Promote inclusive employment and equal opportunity.
9. Engage openly with stakeholders and communities affected by our work.
10. Review this policy regularly to ensure continual improvement.

4. Delivering Social Value

4.1 We deliver social value through a combination of business-wide initiatives and project-specific commitments.

Examples may include:

- Apprenticeships, trainee placements and work experience opportunities.
- School, college and university engagement activities.
- Careers fairs, site visits and mentoring.
- Supporting regional long-term investment and the SME business community through the operation of our Business Parks, supporting local economic growth and employment.
- Local labour and local supplier utilisation.
- Community volunteering and charitable support.



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- Donations of materials, equipment or professional expertise.
- Environmental improvement projects.
- Support for SME's, social enterprises and community organisations.
- Waste reduction and circular economy initiatives.
- Skills workshops and employability support.

Where required by clients or frameworks, social value outcomes may be measured using industry recognised methodologies and reporting tools.

5. Supply Chain Expectations

We expect our subcontractors, suppliers and business partners to support our social value objectives and operate in a responsible and ethical manner.

We encourage our supply chain to:

- Employ local labour where feasible.
- Support apprenticeships and training.
- Reduce environmental impacts.
- Operate safely and ethically.
- Promote equality, diversity and inclusion.
- Engage positively with local communities.

Social value considerations may form part of supplier evaluation, procurement activities and ongoing performance reviews.

6. Governance and Responsibility

6.1 Responsibility for implementing this policy rests with the Lindum Group Executive Board and senior leadership teams.

Social Value Working Group, led by Social Value Manager and supported by operational management teams across the business, will:

- Promote awareness of social value objectives.
- Coordinate social value initiatives and reporting.
- Review performance and identify improvement opportunities.
- Share best practice across divisions and projects.
- Support compliance with client and framework requirements.

All employees have a responsibility to contribute positively to the communities and environments in which we operate.

7. Measurement and Reporting

7.1 Lindum Group aims to monitor and report social value performance through a combination of qualitative and quantitative measures. Performance indicators may include:

- Local employment and labour statistics.



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- Apprentice and trainee numbers.
- Local supply chain expenditure.
- Community engagement activities.
- Volunteering hours.
- Charitable contributions.
- Carbon reduction and waste diversion metrics.
- Educational and employability initiatives.

We will continue to develop our reporting capability to improve transparency, accountability and impact measurement. The impact we make will be reported to Lindum Group employee shareholders at the annual AGM.

8. Equality, Diversity and Inclusion

Lindum Group is committed to creating an inclusive environment where individuals are treated fairly and with respect.

We oppose discrimination in any form and seek to promote equal opportunity across recruitment, training, progression and project delivery.

We recognise a diverse workforce and inclusive culture strengthens our business and the communities we serve.

9. Review and Continuous Improvement

This policy will be reviewed annually, or sooner where required, to ensure it remains aligned with:

- Legislative and regulatory requirements.
- Client expectations and framework obligations.
- Industry best practice.
- Lindum Group strategic objectives.
- Emerging social and environmental priorities.

We are committed to continually improving our social value performance and embedding responsible business practices throughout the organisation.