

IMS Ref – 3993

McLaughlin & Harvey is committed to playing a leading role in advancing Social Impact by embedding integrated and appropriate strategies across our business that shape the way in which Social Impact is delivered, measured, and reported upon.

Through our traditional values and innovative approach, our business operations will support environmental, economic, and social well-being, in a way that achieves value for money on a whole life basis.

This policy provides an effective framework for realising our commitment to maintaining and enhancing the Social Impact we create in the communities we work within, both as an employer and the built environment.

We engage with our employees, value chain, and communities to ensure active partnerships that drive measurable Social Impact which is aligned to the objectives of The Public Service (Social Value) Act 2012 and the UN Sustainable Development Goals.

We use our role within the built environment to contribute to lasting legacies for the communities in which we operate. We aim to impact people's lives for the better by addressing the challenges they experience and contributing to the social, economic, and environmental success of local communities.

We are committed to operating socially responsibly and have aligned our policies and processes to ISO 26000.

All employees and supply chain members are responsible for the delivery of this Policy to achieve our shared vision of Social Value by Creating Value & Improving Lives through Successful Futures; Shared Prosperity; Good Employer; Communities Matter and Sustainably Green.

Our Social Value delivery is built around five pillars:

Successful Futures

We create employment and learning opportunities for successful career pathways. We work with our partners to break down the barriers to sustained employment and remove education inequalities experienced by some groups through dedicated programmes.

Share Prosperity

We support local economies by buying goods and services locally and ethically. We build the capacity of Micro, Small to Medium Enterprises (MSMEs) and Voluntary, Community, and Social Enterprises (VCSEs) by investing in their development.

Good Employer

We operate a workplace where everyone is treated with fairness, inclusion, and respect and positively contribute to the promotion of equality and diversity as a fundamental principle of good employment.

Communities Matter

We contribute to healthy and resilient communities by building capacity amongst community organisations to enable community-led solutions to local challenges.

Sustainably Green

We embrace digital technology and modern methods of construction to design-out waste, increase resource efficiency, improve the environmental health of our communities, and achieve operational Net Zero Carbon Emissions by 2030.

To support our employees in delivering our Social Impact pillars we continue to:

- Create Social Impact as an integral part of our overall responsible business strategy and decision-making process; delivered and communicated through You Matter: Create Value & Improve Lives 2030 Action Plan.
- Drive a commercial portfolio that benefits people and the environment plus support our value chain in their journey of value creation through our core business practices.
- Transparency and continuity in Social Impact through public reporting on our performance via our website, annual report, and key delivery partner's best practice case studies.
- Maintain clear accountability for the delivery of Social Value and measure in both financial and non-financial terms by using recognised independent tools.
- Share knowledge and collaborate across all sectors to contribute to industry forums and data collaboration; continuously improving our standards, efficiency and effectiveness.

We will bring this policy to the attention of our employees, all businesses within the Group, our value chain, and other interested parties, as collectively their support and professionalism is essential in making it truly effective.



Philip Cheevers

McLaughlin & Harvey

15 Trench Road
Newtownabbey
County Antrim
BT36 4TY

Heathfield House
Phoenix Crescent
Strathclyde Business Park
Bellshill, ML4 3NJ

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mclh.co.uk | mclh@mclh.co.uk