

Willmott Dixon Social Value Policy Statement

This policy statement provides a summary of our approach to social value. More detail and our 2030 targets can be found in the Building Lives Theme within our [Now or Never Strategy](#).

Introduction

Since 1852, Willmott Dixon has been making a difference to communities. Long before the term 'social value' was coined, Willmott Dixon carried out charitable works in the areas it built in. We can see this in the company's 1978 report and accounts which state: "At Willmott's we have, for a long time ... provided aid, not only in financial terms, but in the service of our employees to many organisations".

In 2012 the Social Value Act placed a new responsibility on delivering social value through public sector procurement. Since then, we have implemented the spirit, as well as the letter of the law by working with customers, our industry and communities to leave a legacy.

Today, we pride ourselves on leaving a positive impact through our core activities as well as via specific programmes and initiatives.

We do this:

- With compassion and consideration by understanding what is really needed and wanted within a community.
- With an understanding that our social value work enhances our reputation, supports our people and helps us win business.
- In collaboration with internal and external partners (supply chain, customers, competitors, community organisations) to enhance impact and make us more efficient.

Everyone has a role to play.

What do we mean by Social Value, Corporate Social Responsibility (CSR) and Community Investment?

The term social value at Willmott Dixon is used to refer to the social or people impact that we can have. This impact can be due to interventions directly with individuals, organisations, or the environment. More information on our approach to environmental sustainability is documented separately in our [Now or Never Strategy](#). Specific environmental and sustainable policy/process/procedures can be found [here](#).

Whilst there are technical differences between the terms social value, CSR and community investment, our approach is simple: we do what we can to ensure the people and businesses in our communities thrive. This social value policy summarises our approach.

We have three social value ambitions:

- 1. To deliver high-impact social value which we can demonstrate meets the needs of local communities.**

- Every individual is unique, and every community is different. Working with our customers, we will take an evidence-based approach to identify local needs.
- We will partner with local organisations who know their communities well and will work across sectors with like-minded companies so we can co-create and deliver the best outcomes. Our physical presence in a community is often relatively short, but by working with local organisations, we can ensure we leave a lasting positive legacy by focusing on what is important and where we can have most impact.
- We will use robust ways of measuring the impact we have made to help us learn what works best and where we need to improve.

2. To ensure social value is at the heart of our business activities

- By supporting business, our reach is greater than if we support individuals alone. As a leader, we share our knowledge and expertise to support other businesses to prosper.
- We aim to make social value a consideration in every decision we make – from how we support our own people and what goods and services we procure e.g. using social enterprises and other socially responsible/diverse businesses, through to the buildings we build, refurbish and the services we offer.
- We will support all our people and our partners view their work through a 'social value lens'.

3. To support people facing significant barriers into good careers

- We have always maintained that the best way to improve a person's life chances is by enabling them to access good quality work. This belief is what led us to sign up to the Real Living Wage, to set our 2030 gender parity aim and to regularly test how we are doing through the Best Companies review.
- We will have a meaningful impact on the lives of people facing significant barriers to work; over months and years, we can help them develop good careers, some of them in our business. To this end, we have set ourselves a challenging Careers Target.

How do we deliver social value?

We follow a process to ensure that our social value meets need, is fit for purpose and is constantly improving:



Who leads and delivers social value in Willmott Dixon?

1. The Willmott Dixon Foundation

The Willmott Dixon Foundation was established in 2011 to guide, monitor and collate the social and community investment activities of our people. In addition to that role, it provides industry influence, leadership and collaboration, benchmarking, best practice guidance and efficiencies through scalable solutions.

The Foundation is governed by the Foundation Board, chaired by the Group Chief Executive and meets six times a year. Monthly reports are prepared for Group and local Boards on our social value performance.

Sarah Fraser has been the Head of the Willmott Dixon Foundation since 2017.

2. Local social value/sustainability teams

Our business is structured so that each local region has its own team of social value and sustainability experts, who plan and deliver initiatives to meet the needs of their communities, their customers and our Willmott Dixon ambitions.

3. Our people

Our approach is to use the skills, knowledge and enthusiasm of our employees to create a greater impact and reach than donations alone would. Consequently, everyone in our business is encouraged to give their time and expertise to support our social value programmes, charity initiatives or their own worthwhile causes.

Measuring and reporting social value

Mi|Social is our internal digital platform that enables us to:

- Plan: Create bespoke social value plans with our customers, that account for the needs of the local communities that we work in.
- Manage: Enable our teams to manage community and social value activities effectively.
- Report: Produce internal and external reports on our achievements.

There is a three-tier approval process on Mi|Social (site team, regional social value manager and the Foundation). This ensures that information is accurate, transparent and does not over report. The National TOMs are incorporated to enable us to report Social Return on Investment (SROI) on our activities and to report activities against input, output and impact.

Our information is audited and externally verified annually. It is publicly available in our Annual Report and Accounts, and our annual Sustainable Development Review.



Rick Willmott, Group Chief Executive

29 March 2022