

Willmott Dixon Social Value Policy

Creating lasting value for people, communities and local economies

What we mean by social value

Social value is the positive social, economic and environmental outcomes created through what we deliver and how we deliver it. For us, this means helping people and businesses to thrive, improving access to opportunity and using our projects, purchasing power, skills and partnerships to support stronger communities.

In particular, we support priorities around good jobs, fair work, skills and access to opportunity, local employment and supply chains, community wellbeing and measurable legacy.

Our Social Value and Sustainability ambitions are outlined in our [Now or Never Strategy](#). We always coordinate environmental and social outcomes where this creates greater value for customers and communities.

Scope

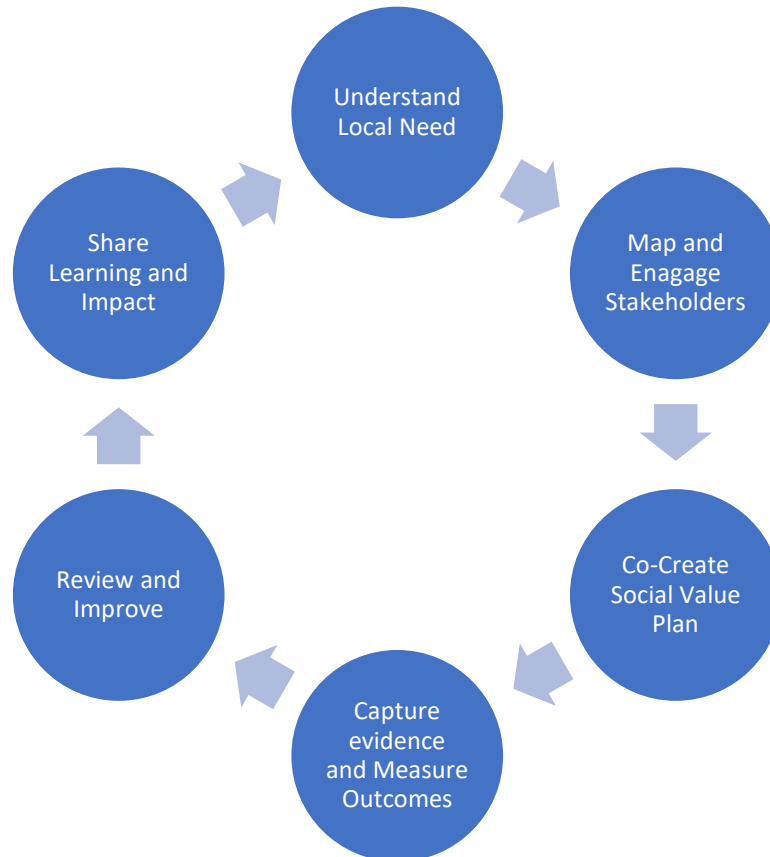
This policy applies across Willmott Dixon's businesses and to all our people. We expect relevant supply chain partners to support project commitments, provide appropriate evidence and work in accordance with our contractual and responsible business requirements.

Our principles

- Place-based — start with evidence and local insight, recognising that every community is different.
- Collaborative — work with customers, communities, education providers, voluntary organisations, social enterprises and our supply chain.
- Inclusive — prioritise access for people and communities facing the greatest barriers to opportunity.
- Outcome-led — focus on meaningful change and lasting benefit, not activity or financial proxies alone.
- Transparent — set clear commitments, evidence delivery, avoid double counting and report progress honestly.
- Alignment - Our approach is designed to help customers deliver their own strategies and contractual commitments. We keep our delivery framework aligned with applicable legislation and procurement policy, including the Public Services (Social Value) Act 2012, the Procurement Act 2023 and the UK Government Social Value Model (PPN 026), while responding to the requirements of individual customers and frameworks.

How do we deliver Social Value?

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



Measurement, assurance and reporting

Mi|Social, our internal social value platform, supports project planning, management, evidence capture and reporting. We use customer-agreed measures and recognised frameworks, including the National TOMs where required, alongside evidence of outputs, outcomes and impact. Customer and contract-specific measures take precedence where required.

- Commitments and measures are proportionate to the contract, linked to agreed outcomes and supported by appropriate evidence.
- Evidence is reviewed through project, regional and central assurance before inclusion in Group reporting; we seek to avoid over-claiming and double counting.
- Where monetary proxy values are used, they are reported with context and are not treated as proof of impact on their own.
- Our data is independently verified annually and reported through our corporate reporting. We apply relevant data protection, safeguarding and confidentiality requirements.

Leadership and Accountability

- **The Group Chief Executive, Graham Dundas** sponsors and approves this policy and is accountable to the Group Board for our approach and performance.
- **The Head of Social Value, Sarah Fraser** leads Group strategy, policy, standards, assurance and improvement, reporting through established sustainability governance to the Group Board.
- **Local Social Value / Sustainability teams** 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.
- **Project teams, relevant functions and supply chain partners** deliver and evidence agreed commitments. Everyone is expected to consider the social impact of their decisions.



Graham Dundas, Chief Executive Officer

September 2026