

# Escentral social value policy

## Policy and scope

This Social Value Policy applies to Escentral and sets out our commitment to assessing and enhancing the social value generated by our organisation.

We are committed to:

- Maintaining accountability to our stakeholders by recognising and taking responsibility for the impact we have on their lives.
- Managing our operations to optimise the social value we deliver.
- Establishing best practices within the organisation to ensure our activities consistently create meaningful outcomes for our stakeholders.

## Governance

Social value is governed by a policy framework that aligns our health, safety and wellbeing, environmental, and social value commitments. These commitments and objectives are implemented through our established process infrastructure.

We ensure accountability and responsibility are upheld at all levels of the organisation and throughout our broader client chain.

## Commitments

Through our integrated policies, we are committed to delivering customer value while generating social, economic, and environmental benefits. Our strategies are designed to positively impact the lives and wellbeing of individuals and communities in the areas where we operate. Our approach is centred on six key pillars:

### 1. Collaboration

**We are dedicated to fostering collaboration and driving innovation to continuously enhance our products and operations for the benefit of clients, communities, and stakeholders.**

Our commitments include:

- Engaging with clients, industry peers, partners, supply chains, academic institutions, and local communities.
- Partnering with voluntary groups, charitable organisations, and social enterprises.
- Supporting targeted initiatives aligned with global, national, and regional priorities.
- Embedding social value objectives across our teams.

### 2. Coequality

**We value our people and are committed to creating equal opportunities for growth through training and personal development.**

Our actions include:

- Promoting workforce diversity by engaging with under-represented and harder-to-reach groups.
- Providing accessible, entry-level employment and training opportunities within local communities, while nurturing future talent.
- Enhancing team capabilities through a structured upskilling and development programme.
- Delivering educational initiatives that promote awareness of our industry and its skillsets.
- Upholding the principles of fairness, awareness, inclusion, and respect (FAIR) across our organisation.

### 3. Championing Local Economies

We are committed to supporting local economies by creating meaningful opportunities for individuals within the communities where we operate.

We will:

- Engaging local residents, including students, in employment and skills development opportunities.

### 4. Community Engagement

**We aim to empower the communities in which we work, fostering inclusion and strengthening social bonds.**

We will:

- Involve and empower individuals in decisions that impact them.
- Act as a responsible and considerate neighbour, using our presence to foster community cohesion and positive interaction.
- Contribute to the development of healthy, resilient communities by supporting initiatives that enable self-sufficiency and wellbeing.
- Collaborate with voluntary, charitable, and social enterprise organisations.
- Maintain accountability and ensure open, transparent communication with the communities we serve.
- Take proactive steps to support physical and mental health across our workforce, while encouraging similar action among suppliers, clients, and community partners.

### 5. Climate Responsibility

**We recognise our role in addressing the climate crisis and are committed to contributing to global efforts to limit temperature rise to below 1.5°C.**

We will:

- Adopt responsible practices that reduce carbon emissions across our operations, materials, and delivery methods.
- Promote and maintain remote working practices to reduce travel-related emissions.
- Use resources efficiently, support circular economy principles, and minimise waste.
- Apply sustainable procurement standards throughout our supply chain.

### 6. Effective Communication

**We are committed to clear, transparent communication and continuous improvement through shared learning.**

We will:

- Clearly define our social value objectives and intended outcomes.
- Identify and assess risks, opportunities, and potential impacts.
- Monitor and evaluate our performance using recognised metrics.
- Capture and disseminate lessons learned and best practices to enhance decision-making and drive progress.
- Communicate our impact using accessible language and consistent messaging for both internal and external stakeholders.



**Ben Moreland**

Director, Escentral Ltd, June 2025