Social Value Policy

1. Introduction

1.1 This policy applies to Briggs & Forrester (UK) Limited on its own behalf and on the behalf of all its subsidiary companies within the Briggs & Forrester Group Ltd ('the Group'): Briggs & Forrester Engineering Services Ltd, Briggs & Forrester Living Ltd, Briggs & Forrester Special Projects Ltd, and Briggs & Forrester (Holdings) Ltd.

1.2 The Group delivers building engineering services throughout the UK, including design, installation, project management, testing and commissioning. Our projects span the public and private sectors, including education, healthcare, government, commercial, industrial and residential developments.

1.3 The Group is committed to responsible business practices and continual improvement through its HSEQS Management Framework, which provides the structure for achieving our objectives. This policy supports our commitment to Social Value & Community Impact - creating sustainable benefits for the communities in which we operate.

2. Commitments

2.1 The Group is committed to:

- Supporting the UN Sustainable Development Goals and aligning our HSEQS Responsible Business strategy with relevant industry standards, client and stakeholder expectations.
- Creating positive social value outcomes for our employees, customers, supply chain partners, communities and the wider built environment.
- Encouraging employee participation in social value activities and initiatives.
- Complying with all applicable legal, regulatory, contractual and other requirements.
- Continually improving our social value performance and impact.

2.2 Social value is embedded within our HSEQS Responsible Business Strategy through our Value & Community Impact commitment, which aims to create lasting positive impact by supporting communities, developing future talent and delivering measurable social value.

2.3 The detailed objectives, targets and action plans supporting these commitments are defined within our HSEQS Responsible Business Strategy, Objectives and associated management systems. Key focus areas include social value creation, community engagement and volunteering, education, employability and future talent development, and skills development across the construction and building engineering sectors.

3. Delivering Our Commitments

3.1 To achieve our social value objectives, the Group will:

- Provide appropriate leadership, governance and resources.
- Establish and maintain social value objectives, targets and action plans.
- Engage with employees, customers, supply chain partners and local communities.
- Support initiatives that promote education, employability, skills development and community wellbeing.
- Encourage employee participation in volunteering and social value activities.

- Integrate social value considerations into business planning, project delivery and procurement activities.
- Provide appropriate training, awareness and guidance.
- Monitor, measure and review social value performance.

3.2 The Group Board will provide oversight and resources to support the implementation of this policy.

3.3 The Head of Sustainability is responsible for overseeing the implementation of the Group's social value strategy, objectives and performance reporting.

3.4 Social Value Champions will support the delivery, promotion and coordination of social value activities across their areas of responsibility.

3.5 All employees are responsible for supporting this policy and the Group's social value objectives.

4. Employee Development and Community Engagement

4.1 The Group recognises that employee development, wellbeing and engagement play an important role in delivering positive social value outcomes.

4.2 The Group will support learning, development, volunteering and community engagement opportunities that contribute to both individual development and wider social value objectives.

4.3 The Group will seek to promote careers, skills development and employability opportunities across the communities in which it operates.

5. Monitoring, Measuring and Reporting Social Value

5.1 The Group will monitor, measure and evaluate social value outcomes using recognised methodologies, performance metrics and stakeholder feedback.

5.2 Social value objectives and targets will be reviewed regularly to assess performance and drive continual improvement.

5.3 The Group will communicate social value performance internally and publicly through appropriate reporting mechanisms, including its annual Impact Report.

6. Training and Awareness

6.1 The Group will provide appropriate training, communication and awareness initiatives to support the effective implementation of this policy.

6.2 Employees will be made aware of the Group's social value objectives and their role in contributing to positive social value outcomes.

7. Other B&F Group Policies and Documents

- HSEQS Responsible Business Strategy
- Sustainability Policy
- Social Value Action Plans
- Employee Volunteering Policy
- Wellbeing Policy

8. Communication of This Policy

8.1 This policy is accessible to all interested parties via the B&F website.

8.2 All direct employees are required to read and understand the requirements of this policy.

8.3 This policy is available internally to all employees via the B&F Hub (intranet).

9. Review and Updating of This Policy

9.1 This policy is reviewed and updated annually and amended as necessary to reflect any changes to the Group, our HSEQS Responsible Business Strategy or related policies and plans, its management systems, best practices, stakeholder feedback or relevant legislation.

9.2 The Group's Senior Management Team continually monitor this policy's procedures to ensure compliance and continual improvement. All reports, reviews and results of monitoring processes will be recorded, and records retained.

Paul Burton
Group Chairman and Chief Executive