



# SOCIAL VALUE POLICY

## Introduction

Felix O'Hare & Company Ltd believes that investing in the community is fully embedded into the core values of our business and forms an integral part of our overall strategic vision. In line with the Public Services (Social Value) Act 2012 our approach is based on community engagement activities tailored to meet the needs of the local areas in which we operate.

## Social Value Objectives

We are committed to implementing our social value objectives to benefit lives and well being of everyone affected by our operations, including the wider community.

We will:

**Invest in local communities and develop people** by partnering with local training and employability providers to deliver tailored employability and skills development to a diverse range of people and in particular those furthest removed from the labour market.

- Engage with local schools and colleges to support educational curriculum activities to include science, technology, engineering and maths.
- Provide careers advice, interview techniques, site visits, work experience, graduate and apprenticeship opportunities.
- Engage with local residents and community groups to deliver social value activities to support their needs and aspirations.
- Involve, listen and reach out to our local communities.

**Support local economy and the supply chain** by using local sub-contractors and suppliers and providing local employment.

- Work closely with third sector organisations, social enterprises and charity groups, sharing our skills and expertise to support future stability in the local economy.
- Provide financial support to local community engagement initiatives.
- Adopt fair payment and working practices throughout our supply chain.
- Promote fairness, inclusion and respect principles.

### Issue Date:

March 2026

### Next Review Date:

March 2027

Mark Campbell  
Managing Director



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Protect the environment by committing to minimising global temperature rise and reducing our impact on air, land and water.

- Reduce carbon embodied in our materials and delivery methods.
- Reduce air and water pollution, noise and vibration.
- Use water responsibly.
- Seek to support the circular economy.
- Adopt responsible procurement practices.

**Understand and Communicate Impacts** by capturing and sharing lessons learnt and best practice to inform decisions and drive continuous improvement in social value outputs and outcomes.

- Communicate all social value impacts to all our stakeholders both internally and externally.
- Promote our social value ethos and communicate our approach with our supply chain and procurement partners.
- Capture our impacts and highlight in our Corporate Responsibility Report.

**Measure and Report Social Value** by recording our social value activities to demonstrate the real added social value we can bring to the communities in which we serve.

- Adopt financial, social return on investment and non financial social value practices.
- Monitor and measure social value as part of our performance management.
- Publicly report on our social value performance.

To ensure that we meet all our social value commitments, we use SustainIQ to measure, monitor and report the social impact of our contracts. This allows our clients to demonstrate that their investment is making a difference.

## Governance

The Social Value Policy is reviewed annually to ensure it is current and reflects best practice in maximising social value outcomes as we continue to leave a positive legacy in the communities in which we operate.

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