

## **Rosgal Ltd. – Social Value Strategy**

By actively engaging with local stakeholders before, during, and after construction, we have developed a proven track record of delivering positive economic, environmental, and social impacts within our local communities. Our Social Value Strategy is overseen by our HSE & Q Director, Kerry Penrith, who enables our clients to achieve their social value targets.

### **Reducing our impact on the environment**

Our commitment towards carbon neutrality will be achieved through the effective operation of our integrated management system and Environmental Policy. We will achieve higher levels of sustainability by:

- Acting in line with the relevant legislation and our Carbon Reduction Policy.
- Consistently utilising our small, agile team to adapt our approach in a quick and cost effective manner.

### **Focusing on the development of our employees**

Critical to our success is recruiting, training, developing and retaining the best talent. We will focus on the development of our employees by:

- Conducting on-site training need assessments.
- Holding an internal training matrix on an annual basis.
- Delivering specific training courses.
- Investing in extensive on-site and office training.

### **Encouraging others to consider a career within engineering**

We will continue to support, encourage, and engage the engineers of the future by:

- Partnering with statutory bodies, third sector organisations and other sector based recruitment teams to support specific groups.
- Providing ex-offender, ex-military, and unemployment programmes.
- Collaborating with local community groups, youth centres and faith groups.
- Promoting civil engineering roles and other opportunities within local schools and colleges.
- Supporting individuals who live in care and/or have caring responsibilities, particularly young parents and young carers.

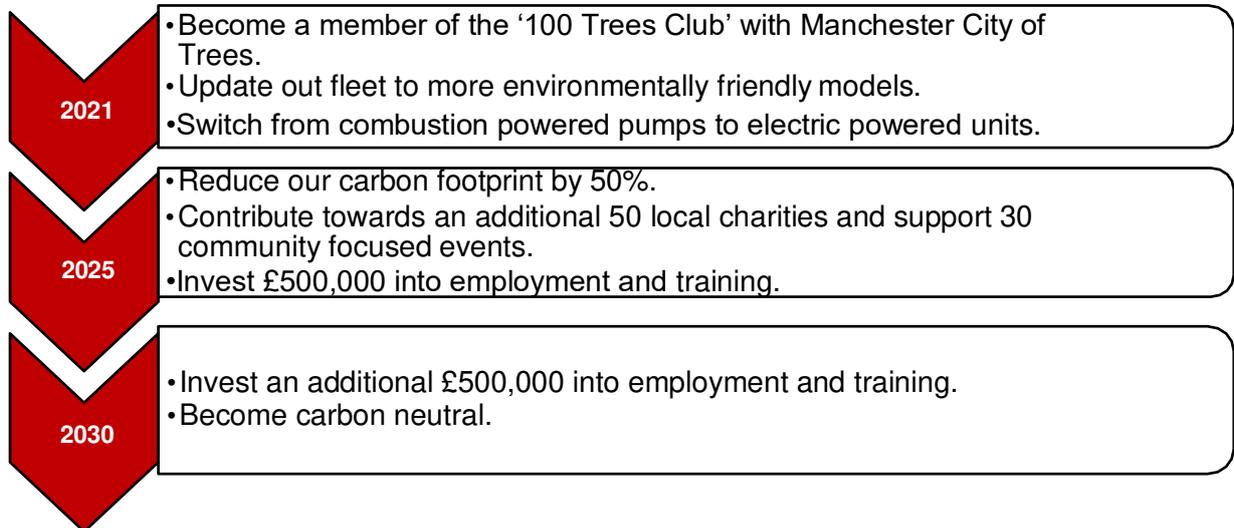
### **Including our social value principles within our supply chain terms and conditions**

We will support local businesses, prioritise the use of local sub-contractors and create procurement opportunities for suppliers by:

- Treating our suppliers fairly and using purchasing power to make sustainable procurement decisions.
- Ensuring that all of our products, materials and services have positive social and environmental impacts.

## Our social value timeframe

We are constantly building upon our social value targets. The graph below outlines our social value aspirations for the next decade.



## Our social value progress

- ✓ **Reduced our carbon footprint:** Over the past 24 months, we have reduced our carbon footprint by 31%. By collaborating with local councils, we have implemented low carbon events and initiatives within our local communities and we have introduced a wide range of innovative carbon reduction methods throughout our work sites and in our office. Our Managing Director, Garry O'Neill, reviews our performance every 6 months to ensure that we maintain higher levels of sustainability.
- ✓ **Invested in employment opportunities and training:** Since 2018, we have invested more than £214,000 and 3,800 hours into employment and training. We have also trained 9 apprentices (5 through our social value framework) and provided our employees with a wide range of comprehensive benefits and methods for development.
- ✓ **Supported unrepresented groups:** We have worked in partnership with 'Jobcentre Plus' to support specific groups such as the over 40's, lone parents, veterans, and individuals moving from Employment and Support Allowance (ESA) or Incapacity Benefit to Jobseeker's Allowance (JSA). We have also promoted several roles, work placements and other civil engineering opportunities within local schools and colleges.
- ✓ **Created a local and equal supply chain:** We have developed minimum supplier sustainability standards and become a signatory of the 'Prompt Payment Code' which ensures that we pay our suppliers promptly.

