

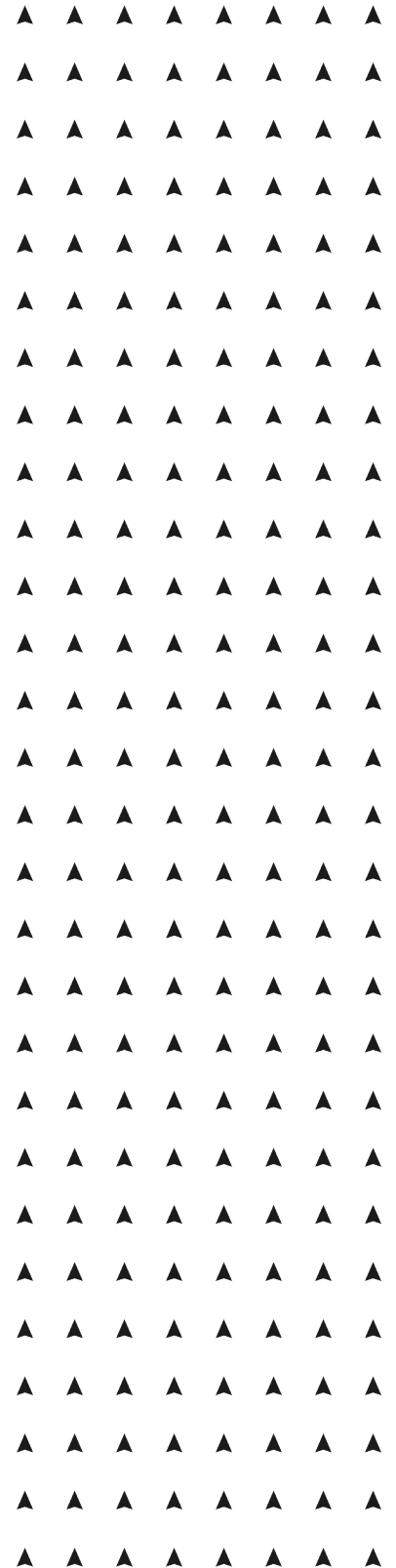
# NORTH



## Social Value Policy

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## Purpose

At North, we are committed to leaving a long-term positive impact on the communities we work and operate in. Our social value policy aims to ensure that Social Value principles are applied in a way that enables North to maximise economic, social, and environmental benefits for the areas in which we work. We aim to ensure these principles are embedded throughout the procurement and delivery of our services.

We aim to go beyond the Public Services (Social Value) Act 2012, acting as a leader for Social Value, ensuring it is incorporated into everything we do. By incorporating Social Value into the decisions and actions we take, we aim to create a more inclusive and sustainable society, enabling North to build to demonstrate the positive outcomes that our business provides.

We align our decisions and activities with the expectations of our stakeholders, whether it be, employees, clients, or the communities we work in.

## Policy Aims

To understand North's Social Value standards and the attitude and behaviours it expects of the organisation and its people.

To ensure North employees understand the importance of Social value and the benefits it provides to the communities we work and operate in.

## Commitments

North is committed to generating social, environmental, and economic value for the communities we operate in, by implementing strategies to benefit the lives and wellbeing of stakeholders affected by our activities.

## Policy Context

The Public Services (Social Value) Act 2012 requires all public bodies in England and Wales to consider how the services they commission and procure might improve the economic, social and environmental wellbeing of the area for which they are responsible.

The Wellbeing of Future Generations (Wales) Act 2015 places an obligation on public bodies to carry out sustainable development.

The Procurement Reform (Scotland) Act 2014 places a sustainable procurement obligation on public sector bodies and lays the foundations for the systematic delivery and reporting of social value in the Scottish public sector.

## Our Commitments

### Creating Employment & Building Skills

- Creating employment opportunities within the communities we work and operate in
- Providing the tools for individuals in the regions we operate in to gain skills to access employment such as educational and informative sessions related to our expertise
- Removing the barriers to employment within the technology and STEM sectors for underrepresented and disadvantaged groups
- Providing work experience, trainee opportunities, apprenticeships, and graduate placements for young people in the areas we operate in, to enable them to gain experience and enter the workforce
- Supporting young people to develop their skills by providing training, mentoring and career guidance

## Supporting Local Business & Economy

- Engaging and partnering with small, medium, and micro-sized businesses, voluntary organisations and social enterprises in the regions that we operate in
- Aiming to procure goods and services locally where possible, maximising the total spend within the local supply chain
- Supporting small, medium, and micro-sized businesses, and social enterprises to improve business efficiencies, and capability and grow sustainably

## Investing in Communities & Building Engagement

- Providing all staff with the opportunity to take paid time to volunteer in local communities that deliver significant benefits
- Partnering and supporting local charities, social enterprises and voluntary groups selected by employees of North
- Ensuring we involve and empower North employees to engage in the decisions that impact them
- Support vulnerable individuals in the communities we work in, particularly related to our expertise in digital inclusion
- Supporting the development of strong and resilient communities through volunteering and initiatives

## Promoting Equity & Financial Inclusion

- Paying the Real Living Wage
- Providing employment support to disadvantaged and underrepresented groups, such as the long-term unemployed, or individuals with disabilities
- Supporting staff with additional needs by permitting flexible working

## Protecting the Environment

- Significantly reducing climate change impacts through minimising carbon emissions and setting targets to achieve Net Zero
- Implementing responsible practices to reduce carbon emissions throughout operations
- Ensuring that procurement contracts include sustainable procurement commitments or other relevant requirements and certifications
- Minimise waste entering landfill and achieve at least a 55% recycling rate
- Supporting sustainable transport methods such as cycling to work

## Volunteering, Community Involvement & Charity

- North is passionate about creating value through volunteering and charity support. North employees can take paid leave each year to volunteer to support organisations of their choice or North-supported organisations. Our volunteering activities range from specialised educational STEM sessions, career mentoring, or general volunteering for local charities, such as food banks.
- We also donate money annually to selected charities, chosen by North employees.

## Measuring & Reporting Social Value

- Maintaining clear accountability for delivering the social value policy
- Monitoring and reporting our social value impact using recognised tools
- Making continuous improvements to our social value strategy to ensure we maximise the positive impact created

## Principles for Delivering Social Value

Our policies are reviewed annually to ensure they are current and relevant to the needs of our constantly changing and diverse communities.

- We understand that no two organisations are the same, therefore we deliver through an approach, guided by our principles, that actively targets specific community needs.
- We are passionate about the work we do and believe in building relationships, creating real positive change and a long-lasting legacy in communities
- We encourage and support our employees to understand the importance of social value, and how they can demonstrate positive value in their work
- We frequently monitor our performance and set targets to make continuous improvements

**North will communicate our Social Value Policy to our clients, supply chain partners and relevant interested parties and review the policy annually. We will publish the policy on our website.**

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**NORTH**