

Social Value Policy



As a responsible business with a clear purpose, we create social value to make a positive difference to the communities around us, our teams and our projects. This policy applies to all WSP UK Ltd* teams that fit within our UK business leadership structure, including Ireland and Israel, noting that local regulations may create some variation and/or additional requirements.

An essential part of ESG, the creation of social value (SV) is one way that we can contribute to the UN's Sustainable Development Goals (SDGs) by creating meaningful opportunities for people, tackling poverty and reducing inequality. Creating social value is the right thing to do and is valued highly by our people, our investors and our clients. We have set a goal in the UK Strategy 2025-27, to generate £500m in social value above and beyond the inherent social value that is naturally associated with our delivery to clients.

In line with UK legislation¹, we explicitly acknowledge our important role in supporting clients to deliver social value through their supply chains. We will assist clients in meeting these obligations, as well as embedding this approach within our organisation and business management systems.

In doing so, we will inspire our people to contribute towards a local legacy for sustainable communities, in partnership with key stakeholders. We will deliver enhanced environmental, economic and social outcomes, not just through our designs and advice on behalf of our clients but through our own behaviours and actions, identifying activities that address the needs of the local area and provide a catalyst for long-term change.

Our Policy Objectives

We will generate social value through our service delivery and corporate initiatives, centred on the following objectives.

- Deliver £500m in additional and embedded social value between 2025 and 2027.
- Collaborate in the UK at local levels to push best practice and policy to enhance social value creation, for example through the National Social Value Taskforce.
- Measure the social value we generate using recognised frameworks and externally validated figures such as the National TOMs.
- Work with the Social Value Portal, amongst others, to align measurements to the United Nations SDGs.
- Support clients who wish us to use alternative measurement tools on their projects.
- Support our supply chain with their delivery of social value, as set out in our Social Value Supply Chain Charter.
- Report on our progress in delivering social value as part of the Annual Global Sustainability Update.

We will comply with the current legislative requirements, and implement any changes that arise, whether for private or public sector clients.

Our Approach

WSP generates social value through:

- **Embedded social value** created through our direct business practice. This includes but is not limited to apprenticeships, training and supply chain engagement (e.g. choosing to work with SMEs).
- **Additional social value** created through additional commitments where our project teams meet the needs of communities by delivering, for example, STEM activities and local volunteering. We provide two paid days annually to each employee for volunteering activities. Further details are available to employees via Canopy.
- **Inherent social value** created extensively through our clients' project outcomes. Our client work delivers broad societal benefits (such as better air quality or safer journeys) and although this is fundamental to our business and can be quantified on behalf our clients, we do not include it on WSP's social value 'balance sheet'.

¹ [The Public Services \(Social Value\) Act 2012; Public Contracts \(Scotland\) Regulations 2012; Well-being of Future Generations Act \(Wales\) 2015;; PPN 002 and the Social Value Model Northern Ireland PPN 01/21 and equivalents.](#)

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Our corporate ESG team is responsible for providing a variety of opportunities that enable our people to generate social value as part of their working lives, and for supporting teams to deliver and measure *embedded* and *additional* social value as we work with our clients.

Our project and framework teams are responsible for the delivery of local social value commitments made at contract level, drawing upon the resources and opportunities created by the corporate ESG team and their own efforts.

Fostering joined-up thinking, social value also offers an opportunity to support disadvantaged groups such as the long-term unemployed, those on zero-hours contracts, armed forces veterans and people with disabilities. As such our Social Value Policy is closely related to our Inclusion and Belonging Strategy and related policies as listed below.

Our ultimate goal is for the creation of social value to become the business norm. We aim to do this by educating ourselves, by influencing the industry across competitor boundaries, and by sharing best practice.

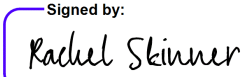
Several of our company policies complement our contributions to social value.

- [WSP Global Environmental, Social and Governance \(ESG\) Statement](#) – measuring and managing our own environmental, social and governance practices, and acting as positive members of the communities in which we work.
- [UK&I Inclusion and Belonging Strategic Plan 2025-27](#) setting out our commitment to embed and report on Inclusion and Belonging in our UK activities, supporting our colleagues with equity of opportunity, and developing diverse representation across our workforce.
- [WSP UK Social Value Supply Chain Charter](#) assisting suppliers with their delivery of social value and to maintain and grow diverse local supply chains to support our UK business.
- [WSP UK Slavery Prevention Policy](#) details the steps we take to ensure that slavery is not present in our business or supply chains.
- [WSP UK Collaborative Business Relationship Policy](#) – our commitments to a collaborative working framework with partners and supply chain.

We will continually improve our policy and communicate updates to colleagues who are responsible internally and as part of service delivery to our clients and communities.

*includes WSP Ireland Consulting Ltd

We will review and publish this policy on an annual basis, or more frequently if necessary.

Signed by:

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Rachel Skinner, UK Executive Director, Government Relations & ESG

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