

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.

An essential part of ESG, social value (SV) enables us to 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. This is why it sits at the heart of our UK Strategy 2022-24, *Together We Grow*, and why we have committed to generating £120m in additional social value in that timeframe.

In line with UK legislation<sup>1</sup>, we explicitly acknowledge our important role in supporting Clients to deliver SV 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, providing a catalyst for long-term change.

## Our Policy Objectives

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

- Deliver £120m in additional social value between 2022 and 2024.
- Collaborate at UK and local levels in pushing best practice and policy to enhance SV 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 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 our regular UK ESG updates.

We will comply with the current legislative requirements, and implement any changes that arise, whether for Private or Public sector, Local or Central Government Clients.

## Our Approach

WSP generates social value through:

- corporate support for activities such as laptop donations, volunteering days, humanitarian aid support, our Thrive wellbeing programme and the WSP Foundation
- our project work, in which we help our Clients deliver their social value objectives
- additional social value created during and through our projects and local teams, on top of our Clients' social value.

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 social value in their projects.

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 SV policy is closely related to our Diversity and Inclusion 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.

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<sup>1</sup> [The Public Services \(Social Value\) Act 2012; Public Contracts \(Scotland\) Regulations 2012; Well-being of Future Generations Act \(Wales\) 2015; PPN 06/20 & The Social Value Model](#)

Several of our company policies complement our contributions to SV.

- [WSP Global Environmental, Social & 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.
- [WSP UK Diversity and Inclusion Strategy 2021-2024](#) – UK strategy setting out our commitment to embed and report on Diversity and Inclusion in our 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 Modern Slavery Statement](#) – details of the steps we have taken 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.
- [WSP UK Recruitment Policies & Guidance](#) [Internal] – our guidance on local recruitment.
- [WSP UK Employee Volunteering Scheme](#) [Internal] – (Appendix A - Section E of Employee Handbook) – providing employees with paid days annually for volunteering activities.

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.

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

***This Policy was approved by Mark Naysmith, Chief Executive Officer, UK & EMEA on 21 November 2022***

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Review Date

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