

# OUR **SOCIAL VALUE PLAN**



Personal pride in our public service

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## Our Social Value Plan

Never before has there been such a focus and scrutiny on the wider impact businesses have on society – on livelihoods, on the natural world, and on the communities in which they and their supply chains operate.

And rightly so. At Amey, we believe sustainability and success are inextricably linked. That's why our leadership is focused on social and environmental action, from giving everyone a fair opportunity to access the workplace, to moving to an economy that refuses to continue contributing to climate change.

As an organisation that delivers public services across the UK and beyond, it is our role and our commitment to work with and empower our employees, our suppliers, our customers, and our wider networks to genuinely be a force for positive change and long-term benefit to be a genuine force for positive change and long-term benefit to society.

To achieve this ambition, stimulate action, and help us navigate the journey, we have developed Our Social Value Plan – which sets out 12 priorities, under four key pillars as a roadmap for delivering positive social impact.

This plan will guide our business until 2024 – and we aim to be collaborative in delivery and transparent on progress along the journey.

**Amanda Fisher**

Chief Executive, Amey



## Our Social Value Policy

Our Social Value Plan maximises the huge potential we have to create positive social impact in the communities in which we operate.

It is guided by the commitments set out in the Social Value Policy - which recognises social value as the 'benefits that come about through public service contracts that improve the economic, social and environmental wellbeing of people and communities'.

### Commitment:

- Social value will form an integral part of our overall business strategy, corporate planning, and decision making
- We will engage our employees to understand our social value policy and priorities, and how these are relevant to their day-to-day work
- We will embed social value into procurement activity

### Transparency:

- We will monitor and measure social value as part of our performance management
- We will publicly report on our social value performance
- We will seek external verification and undertake stakeholder engagement
- We will undertake twice-yearly or bi-annual Amey Board review and twice yearly Amey Executive Committee review

### Action:

- We will establish an annual action plan – detailing the specific actions to be achieved that year
- We will identify and nominate local social value leads
- We will collaborate across all sectors, creating positive partnerships to deliver our objectives





## Our governance and delivery

The Amey plc Board holds ultimate accountability for social value management and the Executive Committee is responsible for setting policy, determining our strategy and providing leadership to drive and deliver it.

We have established a number of committees and steering groups to help both shape, and deliver against, our social value objectives:

- HSEQ Strategic Committee
- Wellbeing Committee
- Inclusion Committee
- Amey Networks (Women @ Amey, Multicultural, Pride, Neurodiversity)
- Risk Management Committee

### VERIFICATION AND BENCHMARKING

Amey will seek external verification and benchmarking from working with a number of organisations. This includes, but it is not limited to; Investors in People and Business in the Community. Amey is certified as compliant to management standards including:

- ISO 9001 (quality)
- ISO 14001 (environment),
- ISO 45001 (health and safety)
- ISO 44001:2017 (collaboration)





## Sustainable Development Goals

The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, provides a shared blueprint to end poverty, protect the planet, and ensure for peace and prosperity for all, both now and in the future. This is set out through 17 Sustainable Development Goals (SDGs).

Given the broad nature of Amey's services and how we responsibly choose to deliver these, we also positively contribute to a number of the other SDGs. As part of our future reporting for Social Value, we will detail our progress against these.



Amey's core capabilities and services are designing, building, maintaining and investing in our country's services and infrastructure. We supply important utilities like water, gas and electricity to homes. We improve journeys by maintaining roads, railways and airports. We keep facilities running smoothly and improve social housing and schools.

To ensure industry and infrastructure is fit for the future, Amey will consider low carbon technologies, circular approaches that tackle climate change and resource shortages, and data-drive business models which support social value.



Around 5 billion people are expected to live in cities by 2030. This rapid growth of urban areas has already brought enormous challenges, including increased air pollution, inadequate sanitation and challenges facing social mobility.

Amey has a key role to play in designing efficient, innovated and connected cities and communities, that deliver greatest value to their citizens. Public engagement must be at the heart of this. And, with the growth of social media and smartphone technology, there are now many ways to engage with the people who are using public services every day.

## The framework

We believe in creating a sustainable future for the communities we operate in. Our Social Value Plan aims to stimulate action across our business and inspire our people.

As a large company, we have a responsibility and opportunity to leave a positive impact on people and on the environment through everything we do – together.

### INVESTING IN OUR PEOPLE

Developing our people and supporting them in gaining the skills they need to succeed.

#### Our priorities:

- Develop and engage people within our workplaces
- Create inclusive workplaces and diverse workforces
- Achieve zero harm and promote healthy lifestyles for all

### REDUCING OUR CARBON FOOTPRINT

Protecting and enhancing the planet by going beyond zero carbon and creating clean environments for all.

#### Our priorities:

- Reduce carbon footprints to net zero and adapt to climate change
- Use materials and products from sustainable sources
- Create greener and cleaner places in which to live and work



### SUPPORTING OUR SUPPLIERS AND INNOVATION

Building healthy and diverse supply chains by engaging with our suppliers and making Amey an easier business to work with.

#### Our priorities:

- Increased spending with SMEs and VCSEs
- Paying suppliers promptly
- Reducing the risk of modern slavery
- Promoting innovation and technology

### TRANSFORMING LOCAL COMMUNITIES

Delivering positive and lasting change to communities that's built on a foundation of trust.

#### Our priorities:

- Involve, listen and connect with our local communities
- Give back to our communities to make a difference that lasts
- Open doors, educate and improve the skills people in our communities





## INVESTING IN OUR PEOPLE

Each Amey employee brings to work a true blend of skills, life experiences and perspectives. Helping every employee to flourish in a truly inclusive workplace isn't just a moral imperative, it sparks the fresh ideas that are the lifeblood of innovation and sustainable growth.

### OUR PRIORITIES

- › Develop and engage people within our workplaces
- › Create inclusive workplaces and diverse workforces
- › Achieve zero harm and promote healthy lifestyles for all

### OUTCOMES

- Improved personal and professional skills of our people
- More local people in employment
- Improved employability of young people
- High employee engagement
- Jobs which consistently offer security, rights and a fair income
- Reduced Gender Pay Gap and increased female representation
- Our journey to zero harm progresses
- Reduced absence associated with musculoskeletal and mental health issues
- Our people have healthy lifestyles
- Greater and improved digital skills

#### KEY COMMITMENT

A Real Living Wage employer

## SUPPORTING OUR SUPPLIERS AND INNOVATION

Local businesses and organisations are the heartbeat of every community. It's why we support local suppliers and organisations of all sizes to stimulate economic growth, increase skills and job opportunities, and make progress on social and environmental issues that affect everyone's future.

### OUR PRIORITIES

- › Increased spending with SMEs and VCSEs
- › Paying suppliers promptly
- › Reducing the risk of modern slavery
- › Promoting innovation and technology

### OUTCOMES

- More opportunities for SMEs and VCSEs
- All suppliers are paid promptly
- Suppliers contribute to social value
- Employees understand Social Value and deliver on their responsibilities
- A reduced risk of modern slavery occurring within Amey or our supply chains
- No cyber security events
- No incidents associated contravening our Code of Ethics
- Understand and can quantify the social, environmental and economic value it brings to local communities and wider UK
- Services that embrace technology and are data-driven

#### KEY COMMITMENT

5% of addressable supply chain spend, spent with Social Enterprises

## REDUCING OUR CARBON FOOTPRINT

We want to create resilient communities by designing and delivering services that are carbon positive, enhance biodiversity and use sustainable resources. We help communities adapt to the impacts of climate change and use data and technology to look for efficiencies and new or smarter ways of working.

We manage our own environmental footprint by setting and achieving ambitious goals on carbon emissions and resource use, helping to minimise our own impacts and future-proof our own operations.

### OUR PRIORITIES

- › Reduce carbon footprints to net zero and adapt to climate change
- › Use materials and products from sustainable sources
- › Create greener and cleaner places to live and work

### OUTCOMES

- Amey is a net zero carbon organisation
- Reduced contribution to climate change through our design and service delivery
- Communities are resilient and prepared for climate change
- Less waste is produced
- All materials and products used come from sustainable sources
- Reduced water consumption
- Reduced air pollution

#### KEY COMMITMENT

Working towards our journey to Net Zero Carbon by 2050

## TRANSFORMING LOCAL COMMUNITIES

Amey's success is intrinsically linked to the places and communities where we work. We do everything we can to be a good neighbour, working with local communities to tackle issues that affect their wellbeing and that seek to avoid creating unreasonable disruption.

We listen and engage with our communities as we design services to address their needs, and look for opportunities to help them thrive. We give back and support those most in need, with an aim to create a positive and lasting legacy for generations to come.

### OUR PRIORITIES

- › Involve, listen and connect with our local communities
- › Give back to our communities to make a difference that lasts
- › Open doors, educate and improve the skills of people in our communities

### OUTCOMES

- Local communities are engaged and involved in how and what services we deliver
- Employees give back to their local communities
- More opportunities for disadvantaged people and target groups such as military veterans and ex-offenders
- More opportunities for young people choosing education and career options that contribute to sustainable development
- Improved social mobility throughout the UK

#### KEY COMMITMENT

Providing 100,000 STEM opportunities for young people





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## Personal pride in our public service

Amey is one of the top five support services suppliers in the UK. We employ 16,000 people, have a turnover of £2.1bn and a strong forward order-book.

Every household in Britain benefits from the work we do. We maintain the UK's road and rail infrastructure, keep schools safe and clean, manage the UK's defence estate, safely escort prisoners and keep prisons and courts secure. We also collect and process waste, as well as deliver utilities services.

All of this is underpinned by our leading consulting capabilities which uses engineering design and data analytics to better manage the services we all use and rely on.

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