

# Social Value Policy



Tony Gee and Partners LLP provides specialist design services to the construction industry. Our aim with all of our Social Value engagement and activity is to reduce inequality, improve wellbeing and leave a positive legacy. Through implementation of this policy we will identify opportunities for delivering, and measuring, social value benefits for our people, places and projects. This includes consideration of the communities in which we work and deliver projects, and the supply chains that we use in the process. Within the key themes of Social Value our commitments are;

## Employment and Skills

Provide our employees with the skills they need and encourage learning and development for all employees at all levels.

Use our skills to provide STEM ambassadors and work experience opportunities for young people, from all backgrounds, to promote careers in engineering.

Support all routes into engineering for our staff, with programmes for students and apprentices.

Work with our clients to offer opportunities to upskill communities local to our projects.

## Communities

Work with our clients and staff to engage with the local and international communities on projects to understand their needs and find considerate solutions.

Consider the impact of our designs on diverse communities through DIAs and applying the principles of safe by design.

Work with our local communities, and aligned international causes, to provide charity and volunteering support.

Support staff mental and physical wellbeing.

## Local Business & Economy

Prioritise the use of local suppliers for our business operations, supporting SMEs and Social Enterprises where we can.

Work with our clients to support the use of ethical local supply chains for project procurement.

Continue to foster ethical, strong, collaborative working with our delivery partners for projects.

## Environment

Using our Environmental and Sustainability Policies to deliver solutions that respect the environment and respond to the Climate and Biodiversity Emergency.

Decarbonise our internal operations in line with our *Pledge to Net Zero*.

Tony Gee and Partners LLP Management hold accountability for delivering this policy. We monitor and report our own Social Value Impact by using industry recognised tools. We work with our clients to measure the Social Value derived through our projects.

Signed:

C J Young  
Executive Managing Director

Reviewed Date: January 2021