

 <div style="display: flex; justify-content: space-around; margin-top: 5px;"> <div style="background-color: #c00000; color: white; padding: 2px 5px; font-size: 8px;">INFRASTRUCTURE</div> <div style="background-color: #00a0e3; color: white; padding: 2px 5px; font-size: 8px;">HIRE</div> <div style="background-color: #70ad47; color: white; padding: 2px 5px; font-size: 8px;">DESIGN</div> <div style="background-color: #e67e22; color: white; padding: 2px 5px; font-size: 8px;">RESOURCING</div> </div>	Document Control Ref	BSTA-20
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Social Value Policy

Enable Investment Holdings Limited is an award-winning consortium that provides a complete, in-house solution to infrastructure projects. Enable Infrastructure, Enable Hire, Enable Design and Enable Resourcing are customer-focused organisations operating across the UK in rail, highways, and utility sectors. Our philosophy is to maintain and continually improve our record of providing work of the highest quality, in accordance with the clients' requirements, on time and within budget. We endeavour to work as a team in a spirit of co-operation with our clients' and their professional representatives, investing in social value through the delivery of integrated project solutions.

Our success is based on the quality and commitment of our experienced and professional management and construction teams. Ongoing development of our operations and upgrading of equipment and facilities ensures that we combine the best in modern building techniques with the best in traditional craft skills. Not only are we committed to producing a quality product, but also in providing our clients with a quality service throughout the construction of our projects. Enable's approach is to listen and openly discuss the individual needs of every contract, so our clients receive what they require and more importantly, know exactly what they are getting before any contract is signed. Our commitment to investing in social value and community development is fundamental to achieving our corporate social responsibility and is embedded within our key stakeholders, supply chain and partner relationships.

We operate in accordance with The Public Services (Social Value) Act 2012, The Procurement Reform (Scotland) Act 2014 and The Wellbeing of Future Generations (Wales) Act 2015. Through collaboration, Enable is dedicated to:

Skills, Employment and Education:

- Equipping local people with the skills needed to access employment.
- Actively engaging with under-represented groups to ensure they obtain equal opportunities.
- Upskilling our workforce for continued career development.
- Addressing skills shortages through work placements, internships, and apprenticeships.

Community Engagement:

- Collaborating with local charities and not-for-profit organisations to support key themes, employment initiatives and economic regeneration to support local needs.
- Partnering with schools, colleges, and industry training providers to support curriculums and offer placement opportunities to further diversify education.
- Delivering wellbeing campaigns in local areas to promote health living.
- Carrying out volunteering activities to make positive impact on communal spaces, facilities, and services.

Economy and local businesses:

- Providing collaborative opportunities for local businesses of all sizes, with focused outreach to micro-sized and minority lead businesses.
- Procuring goods and services locally where possible.
- Supporting the economic development of local communities through business mentoring, investment, and sponsorship.

Inclusion and wellbeing:

- Empowering our workforce to create an inclusive and safe working environment for all.
- Working closely with marginalised groups such as ex-offenders, care leavers and the long term unemployed to ensure we are being inclusive of all aspects of our communities.
- Improving the wellbeing of our workforce and all external relationships through team-building activities, workshops and social events.

Measuring and reporting:

- Closely monitoring and reporting our social value impact to continue developing our achievements.
- Collecting data to hold accountability for delivering our social value policy.
- Continuously improving our targets and effectiveness using our reports as guidance for areas of improvement.

This Policy Statement and associated IMS procedures apply to all activities and work undertaken by the Enable Group. All employees and subcontractors are required to comply with this policy. They will be briefed and made aware of our expectations during the induction process and following any subsequent amendments. It will be accessible to all interested parties via SharePoint, noticeboards, the company website and will be available on request.

The Directors of the Enable Group are committed to this Policy and are responsible for ensuring its arrangements are implemented and upheld. It will be reviewed annually and revised as often as may be deemed appropriate.

Shane O'Halloran

Chief Executive Officer

October 2024

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