



29.0 SOCIAL VALUE POLICY

29.1 Policy and Scope

RPP is committed to being a responsible corporate citizen, and to operating as a socially and environmentally ethical company, one that is building for the future. As such, social value is a central pillar of our business.

We will operate our business in line with our Core Value: 'To operate with Integrity': We are dedicated to providing an honest and thorough service with no surprises, supporting our local communities, and treating people and the environment with empathy and respect.

We will be accountable and manage our business to ensure we maximise the social value we are creating, including working in partnership with clients, stakeholders and project teams to add value through the projects we are involved in.

29.2 Commitments

We structure, deliver and measure our impact through our Social Value Charter. This has been determined by our local communities, the UN's sustainable development goals and the National Themes and Outcome Measures (TOMs).

OUR SOCIAL VALUE CHARTER



COMMITTED TO THRIVING COMMUNITIES AND REDUCED INEQUALITIES

Support local communities through procurement, volunteering and charity work.

Local procurement policy, with a focus on SMEs. We promote local procurement in tenders.

Leverage long-term supply chain relationships to deliver cost savings and community social value investment.



SUPPORT LOCAL EDUCATION AND APPRENTICESHIPS

Leveraging long-term relationships with local education providers/ charities to deliver lasting benefits.

Engage with young people in hard-to-reach groups and change views around construction careers.

RICS-apprenticeship programme.

Structured work experience with interview practice, work experience and apprenticeship opportunities.



COMMITTED TO LOCAL JOBS, FAIR PAY, CONDITIONS, SKILLS AND TRAINING

Provide market-relevant packages.

Develop staff through experience, CPD and training, including chartership.

RICS apprenticeship programme.

Set social value outcomes in tenders.



**SUPPORT LOCAL SUPPLIERS,
INVESTMENT AND SMES**

Local procurement policy, with a focus on SMEs.

Set local procurement requirements in tenders.



**CONTRIBUTE TO GOOD HEALTH
AND WELLBEING**

Work with clients to support them in their delivery of community support programmes to ensure these are tailored to the local community.

Mental Health First Aiders.

Lunch and learn wellbeing-focused events.

Free stress support line for all staff.

Volunteering opportunities.

Flexible hybrid working offer.

Working with Mates in Mind.



**COMMITTED TO ENVIRONMENTAL
GOOD PRACTICE, RE-USE,
RESPONSIBLE SOURCING AND
CARBON REDUCTION**

ISO-14064- accredited Carbon Reduction Plan

Work collaboratively with clients and project teams to innovate and promote sustainable developments.

In-house Embodied Carbon Assessments

Share learning on sustainable practices.

Promote sustainable practices through procurement strategies. Cost neutral benefit.

29.3 Governance

The Executive Board has overall responsibility for this policy and its implementation will be managed by the Group Business Manager.

Our social value offer is managed and delivered through our Social Value Charter and interdependent suite of policies that integrate health, safety and wellbeing, mental health, carbon reduce programme, sustainability, corporate social responsibility, training and development and equality and diversity.

We use the Social Value Portal and the National Themes and Outcome Measures, which uses monetisation to demonstrate tangible benefits delivered, to manage and monitor our social value offer and impact, reporting annually on our outcomes.

29.4 Communication

This policy will be communicated to all employees within RPP. It will be posted on the company intranet and included as part of new employee inductions. Employees will be encouraged to ask questions, seek clarification, and provide feedback about the policy.



29.5 Policy Review

This social value policy will be reviewed and updated annually and as necessary, to ensure that it remains relevant and effective. Feedback from employees and other stakeholders will be solicited and considered during the review process.

A handwritten signature in black ink, appearing to read 'A. Blenard'.

Alex Blenard
Executive Director

A handwritten signature in black ink, appearing to read 'D. Chessun'.

Daren Chessun
Executive Director

Date: January 2026