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Social Value Policy

Universal Group recognises the significant role we play in contributing to the social, economic, and environmental wellbeing of the communities in which we operate. As a responsible construction company, we are committed to delivering positive social value through our projects and operations, in alignment with the Public Services (Social Value) Act 2012. This policy ensures that we meet and exceed the social value expectations set out in public sector contracts, enhancing our competitiveness and reputation in the industry.

Our Social Value Policy outlines our commitments to creating lasting benefits for society, the economy, and the environment. We aim to integrate these commitments into our business strategy and operations, working collaboratively with our clients, supply chain partners, and local communities to achieve shared goals and leave a positive legacy.

1. Local Business & Economy

Universal Group is committed to supporting the local economy by:

- Prioritising the procurement of goods and services from local suppliers where possible.
- Providing opportunities for social enterprises, minority-owned businesses, and micro-sized businesses to work with us.
- Assisting small and diverse suppliers in improving their capabilities and sustainability.

2. Employment and Skills

Universal Group is dedicated to fostering employment and skills development by:

- Investing in training and development programs to upskill our workforce for the future.
- Creating job opportunities within the communities where we operate, with a focus on local hiring.
- Actively working to remove barriers to employment for disadvantaged and underrepresented groups, including but not limited to individuals with disabilities, the long-term unemployed, and those from minority backgrounds.
- Offering employment and training opportunities to individuals who have served in the armed forces.
- Ensuring fair and ethical employment practices, in compliance with all relevant legislation, including the Modern Slavery Act 2015.

3. Community Engagement

Universal Group is committed to engaging with and supporting the communities in which we operate by:

- Encouraging and facilitating employee volunteering activities that benefit local communities.
- Partnering with local charities to address key community needs and deliver additional benefits.
- Collaborating with education and training providers to offer work experience and apprenticeship opportunities.
- Supporting initiatives that promote health and wellbeing among our employees and the wider community.
- Engaging with local communities affected by our projects to understand their needs and concerns, and to ensure our activities contribute positively to the area.

4. Environment

Universal Group is committed to minimising our environmental impact by:

- Calculating and monitoring our carbon footprint with the aim of first lowering our footprint and eventually achieving carbon neutrality.
- Implementing energy-saving measures, such as using low-energy lighting and IT hardware.
- Managing waste responsibly, including segregating waste streams and recycling paper and cardboard.
- Ensuring our suppliers share our environmental values and have their own environmental policies.
- Implementing measures to minimize the environmental impact of our construction activities, including reducing air pollution, noise, vibration, and other nuisances to protect the health and wellbeing of local communities.
- Continuously seeking ways to reduce our environmental impact through innovation and best practices.

5. Governance, Measurement & Reporting

Universal Group ensures the effective implementation of this Social Value Policy by:

- Assigning clear accountability for delivering social value commitments to senior management.
- Regularly monitoring and measuring our social value impact, using appropriate metrics and reporting frameworks.
- Transparently reporting our social value performance to stakeholders, including clients and the communities we serve.

- Complying with all social value reporting requirements as stipulated in our contracts and by relevant legislation.
- Continuously reviewing and improving our policies and practices to enhance our social value contributions.

Communication and Review

This policy will be communicated to all employees, supply chain partners, and relevant stakeholders. It will be reviewed annually to ensure it remains current and effective in delivering our social value objectives.



Signed
Richard Lowe
Managing Director

Dated 01/11/2026