



Social Value Statement



MACS Social Value Statement



Alex Brain – UK Operations
Director

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Social Value can mean different things to different people. At MACS it is the positive impact we have on improving outcomes for people, the economy, and the environment through the work we do and the actions we take both as a supplier and an employer. Our social value policy lies at the heart of our wider strategy for building a greener, smarter more reliable approach to infrastructure and asset management

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- As we continue to grow as a company MACS want to make a positive contribution towards building a more sustainable future through the impacts of our actions and strive to build a greener, smarter, more reliable approach to infrastructure and asset management through our work in the public and private sectors.
- MACS has identified the value in clearly defining what social value means to us, creating an authentic position that our employees, communities, delivery partners and supply chains can connect with.
- MACS are committed to creating social value through the economic, environmental, and social impacts of our actions.

Corporate Social Value

MACS Social Value 18 Key Goals

Equal Opportunities



Create **Equal Opportunities** for everyone by focusing on diversity, equity, and inclusivity:

- ① Offer employment opportunities to people returning to work after an extended break
- ② Provide retraining for personnel over the age of 50 to refresh their digital abilities in cloud technology
- ③ Assign mentors to support our people during their training and allow them to study at their own speed.
- ④ Reimburse examination fees to employees who successfully complete certification courses, encouraging them to keep their skills updated to evolving technologies.

Wellbeing



Actively caring for the **Wellbeing** of our people and creating an inclusive culture where our people can grow and achieve their full potential

- ⑤ Create an inclusive work environment for our people
- ⑥ Embrace creativity and diversity within the team
- ⑦ Support the overall wellbeing and mental health of all our people
- ⑧ Support and helping our people grow and develop new skills

Climate Change



Care for and look after our planet, tackling **Climate Change** on behalf of the next generation

- ⑨ Work with clients and stakeholders towards building a greener, smarter more reliable approach to infrastructure and asset management
- ⑩ Proactively measure and reduce our impact on the environment
- ⑪ Work with sustainable and ethical suppliers

Economic Inequality



Helping local communities **Tackle Economic Inequality** across the UK

- ⑫ We will Champion the real Living Wage
- ⑬ We will empower our people and others to serve their communities
- ⑭ Create employment opportunities in local communities and for Armed Forces Veterans around the UK through recruitment and our work
- ⑮ Working in partnership with education bodies, we will seek to provide internships to cohorts seeking to improve their employability skills

Covid-19 Recovery



Adopt new ways of working in response to the **Covid-19** pandemic

- ⑯ Support our people, especially those with parental / caring responsibilities, with flexible working hours and locations:
- ⑰ Enable greater flexibility in the ways we work to allow our people to achieve a better work-life balance
- ⑱ Provide retraining for employees in cloud-based technologies following a sabbatical from the workplace

Social Value Approach

Internal engagement, communication and management of Social Value

- Social Value lies at the heart of our Corporate Strategy and Business plan and is actively managed through our Executive Committee meetings and agenda.

Implementation approach for embedding Social Value

- We have assigned a Social Value Champion and working group to drive implementation and ensure Social value is embedded across the business.

Internal support available to achieve targets and ambitions

- We have put in place a network of Social Value data owners, responsible for ensuring the regular capture and reporting of Social value performance metrics to measure progress.

Collaboration, external engagement and support available to partners that want to contribute to creating place based social value

- We recognise Social Value goes far beyond our own company boundaries and that our customers, partners and stakeholders play a key role in contributing to the Social Value created through our projects.
- To that effect we are extending our Social Value data and reporting to our customers, partners and key stakeholders and are putting in place data capture mechanism that captures our end to end Social Value performance.

Social Value Key Benefits

Achievements and benefits realisation

- The key outcomes and anticipated benefits to be realised from our approach to Social Value include:
 - a. Reduced running costs through reduction in our energy consumption and improved space utilisation through adoption of hybrid working practices;
 - b. Increased wellbeing for our people
 - c. Improved skills and employability
 - d. Improved equality and diversity
 - e. Improved job opportunities
 - f. Greater opportunities within local communities
 - g. Positive impact on economic growth
 - h. Reductions in our carbon footprint
 - i. Improved environmental sustainability
 - j. Increased volunteering within the community
 - k. Increased collaboration across local communities, our customers, and partners
- Benefits realisation will be tracked and monitored through our performance metrics and reporting process.

Social Value Performance

Performance Management

- We have adopted the Impact Evaluation Standard (IES) framework to assess our social value qualitatively and quantitatively.
- We are implementing a suite of some 113 Metrics arranged into 5 impact categories aligned with Government Social Value Model (PPN 06/20) and HM Treasury.
- We are implementing our Social Value platform for the collation and reporting of our Social Value performance through a single portal.

Actions and next steps for delivery

- Our Social Value Plan sets out the steps for successful delivery and enables us to track and monitor progress against key milestones. The Executive Committee regularly monitored progress against our Social Value goals through the monthly Executive meetings.

Social Value Performance

Table 1: Incorporating Social Value Model themes into MACS

Social Value Model Theme	MACS Priority Area	Key Performance Indicators
Actively caring for the Wellbeing of our people and creating an inclusive culture where our people can grow and achieve their full potential	<p>We strive to be an inclusive place for all:</p> <ul style="list-style-type: none"> creating an inclusive work environment for our people embracing creativity and diversity within the team supporting the overall wellbeing and mental health of all our people supporting and helping our people grow and develop new skills 	
Helping local communities Tackle Economic Inequality across the UK	<p>We will make a positive impact on local communities:</p> <ul style="list-style-type: none"> We will Championing the real Living Wage we will empower our people and others to serve their communities create employment opportunities in local communities around the UK through recruitment and our work working in partnership with education bodies, we will seek to provide internships to cohorts seeking to improve their employability skills 	

Social Value Performance

Table 1: Incorporating Social Value Model themes into MACS

Social Value Model Theme	MACS Priority Area	Key Performance Indicators
Ensuring equality of opportunity for our people	<p>Create opportunities for everyone by focusing on diversity, equity, and inclusivity:</p> <ul style="list-style-type: none"> offer employment opportunities to people returning to work after an extended break provide retraining for personnel over the age of 50 to refresh their digital abilities in cloud technology assigned mentors to support our people during their training and allow them to study at their own speed. reimburse examination fees to employees who successfully complete certification courses, encouraging them to keep their skills updated to evolving technologies. 	
Care for and look after our planet, tackling Climate Change on behalf of the next generation	<p>We will strive to provide environmentally responsible solutions:</p> <ul style="list-style-type: none"> work with clients and stakeholders towards building a greener, smarter more reliable approach to infrastructure and asset management proactively measure and reduce our impact on the environment work with sustainable and ethical suppliers 	

Social Value Performance

Table 1: Incorporating Social Value Model themes into MACS

Social Value Model Theme	MACS Priority Area	Key Performance Indicators
Adopt new ways of working in response to the Covid-19 recovery	<p>We will respond positively to the impact of Covid-19:</p> <ul style="list-style-type: none">• support our people, especially those with parental / caring responsibilities, with flexible working hours and locations:• enable greater flexibility in the ways we work to allow our people to achieve a better work-life balance• provides retraining for employees in cloud-based technologies following a sabbatical from the workplace	



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