

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

- 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.

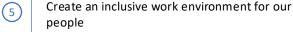


Corporate Social Value

MACS Social Value 18 Key Goals

Wellbeing

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



- Embrace creativity and diversity within the team (6)
- Support the overall wellbeing and mental health of all our people
 - Support and helping our people grow and develop new skills

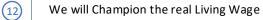
Climate Change

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

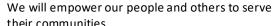
- Work with clients and stakeholders towards (9) building a greener, smarter more reliable approach to infrastructure and asset management
- (10) Proactively measure and reduce our impact on the environment
- Work with sustainable and ethical suppliers

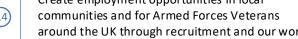
Economic Inequality

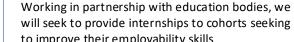
Helping local communities Tackle Economic **Inequality** across the UK



- their communities
- Create employment opportunities in local communities and for Armed Forces Veterans around the UK through recruitment and our work
- will seek to provide internships to cohorts seeking to improve their employability skills







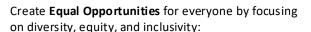
(15)

Covid-19 Recovery

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

- Support our people, especially those with parental / (16) 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
- Provide retraining for employees in cloud-based technologies following a sabbatical from the workplace

Equal Opportunities



- 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
- Assign 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.









(8)





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:
 - 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.



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 though 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.



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	 We strive to be an inclusive place for all: 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	 We will make a positive impact on local communities: 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 	



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	Create opportunities for everyone by focusing on diversity, equity, and inclusivity: 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	We will strive to provide environmentally responsible solutions: 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	



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	 We will respond positively to the impact of Covid-19: 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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