

SOCIAL VALUE AND ESG POLICY

Alcema, Alcema Construction & Alcema Fire Safety Limited (Alcema Group) have developed a Social Value and ESG Framework, giving us a focused approach by tracking our journey towards positively transforming communities and changing lives.

Alcema Group commit to:

- Be transparent, resilient and accountable in how we do business with all our stakeholders
- Maximise our social impact through our partners and support their growth as responsible businesses
- Run a highly principled and ethical business that listens to staff, customers, delivery partners and shareholders

Our Framework has 3 Pillars guiding our approach with targets to optimise our impact in-line with the Public Services (Social Value) Act 2012. We review continuously through our internal governance processes with signed off impacts reported annually by our Board.

Pillar 1: Social

- Support local causes alongside community partners
- Partner with local charities and social enterprises to provide help where it matters most
- Contribute to the health and wellbeing of communities through education and initiatives
- Prioritise happiness and wellbeing

Pillar 2: Economic

- Safeguard jobs and fair pay
- Provide equal opportunities for all to realise their ambitions
- Bring employment opportunities to the local community, in-line with our Employment & Training Plan (ETP) and Diversity and Inclusion Plan (DIP)
- Prompt Payment target - to pay 100% of supply chain within 30 days
- Promote project opportunities to SMEs, create local jobs, apprenticeships and work placements
- Comply with the principles of the Armed Services Covenant

Pillar 3: Environmental

- Reduce our carbon footprint to Net Zero by 2050 aligned to our Carbon Reduction Plan (CRP)
- End procurement of all environmentally harmful substances where alternative sustainable products and materials exist
- Collaborate with our colleagues, customers and communities on how to lower their impact on the environment.

We maintain a zero-tolerance approach to modern slavery and human trafficking, in line with the Modern Slavery Act 2015. Where required, we publish a Modern Slavery and Human Trafficking Statement each year outlining the steps taken to ensure transparency within our operations and supply chains.

We align our Social Value strategy with the evolving requirements of public procurement, including the Procurement Act 2023, embedding social value outcomes across all stages of contract delivery.

We are committed to meeting the Health and Safety Executive's (HSE) standards on workplace stress and mental wellbeing, including training internal Mental Health First Aiders and embedding proactive mental health support.

Measurement and Reporting

Alcema Group is working in line with Government and industry recommended best practice, using the National TOMS Framework and utilising Social Value UK to meet a variety of framework and project specific requirements using tools to capture, monetarise, monitor and report data.

We promote ESG and Social Value activities through several internal mechanisms. These include focus groups, ISO-accredited operational management systems, our internal monthly reporting processes, our quarterly business leadership reviews and specialist systems, such as Carbon Calculator and Go Green which measures our carbon emissions.

Our reporting covers outcomes as well as activity so we can continue to measure and monitor our impact as a responsible business. We report on our progress in these areas and more in our annual Impact Report.

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We ensure responsible data collection, storage, and reporting practices in accordance with the UK GDPR and Data Protection Act 2018 to protect the integrity and transparency of our ESG and social value metrics.

A ‘Listening and Open’ Culture

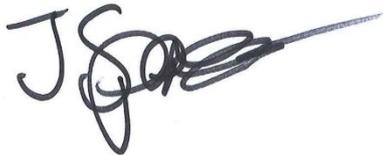
Social Impact is central to our thinking from design to completion and on-going operations. In order to maximise positive impacts we take time to understand how Alcema, Alcema Construction & Alcema Fire Safety Limited can impact the lives that our projects touch, continually improving engagement to play our part in delivering sustainable developments.

Alcema Group is constantly seeking ways to enhance a culture of listening and open discussion. We listen to the voices of those within Alcema Group, to identify the needs of our staff and supply chains, ensuring each and every client and stakeholder is heard, and objectives clearly understood, leading to thriving communities.

Declaration

This Social Value and ESG Policy has been completed in accordance with the Public Services (Social Value) Act 2012.

Signed



Jason Spencer, MD, Alcema Group

Review Date: 16/08/2025

Next Review: 15/08/2026

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