

SOCIAL VALUE POLICY

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Commercial Services Group (CSG) is a supplier and broker of products and services in the UK. It is pre-eminent in Education Supplies (KCS, CES and KCS Procurement Services), Energy (LASER and Lumina), People Services (Recruitment and HR Services including; our Connect2 brands and Joint Venture companies in the recruitment environment), Community Services (Landscapes) and Professional Services (Cantium, The Education People and Invicta Law) plus selected Operational Services markets, providing a wide range of products and services to both public and private sector customers.

CSG and its customers are in an ideal position to benefit from and aid in the expansion of social value. At CSG our aim is to be the leader in Public Sector Procurement & Support Services. To meet this aspiration we go further than looking at how we can reduce our environmental footprint through such activities as carbon reduction, sustainable energy solutions and a reduce, reuse and recycle ethos, we also look at how we can contribute positively to the communities we serve, our people, our customers and suppliers through the undertaking of social value projects and supporting programmes. Our policies reflect our aspiration and we place high importance on ensuring these are embedded in the culture of the company.

1 Scope

This social value policy applies to CSG and outlines our commitment towards measuring and managing the social value our organisation is creating. We commit to ensuring that CSG develops strong organisational policies and practices in our activities that create value to our stakeholders and ensure we are taking responsibility for the role we play in their daily lives.

Social value is managed through our policy framework that includes our:

- Procurement Policy
- Wellbeing Policy
- Sustainability and Environmental policies
- Volunteering Policy
- Modern Slavery Policy

Our commitment and objectives are delivered through our group infrastructure and bespoke local plans as we aim to embed social value into the culture of CSG. We encourage every employee to be accountable and responsible for ensuring that we deliver at all organisational levels and through our worldwide supply chain activities that create value through outcomes to stakeholders.

2 Performance Management

Through our integrated policies, CSG is committed to drive customer value and generate social, economic, and environmental benefits in all the localities and communities in which we operate.

These include:

2.1 Procurement Activity

We encourage our Suppliers to offer and deliver sustainable environmental and social value approaches across the entire supply chain.

We score suppliers against criteria such as Sustainability, Social Value and Environmental impact – including carbon footprint reduction and the actions they take to encourage participation by their employees.

We request evidence of:

- Involvement in social value projects
- COVID-19 recovery actions
- Tackling economic inequality
- How in partnership we can create new business, new jobs and/or new skills
- How suppliers will ensure the Supply Chain opportunities are accessible to a diverse range of businesses, including SMEs and VCSEs through sub-contracting or any other acceptable arrangements
- Fighting climate change
- How suppliers ensure effective stewardship of the environment
- How suppliers ensure environmental sustainability and carbon reduction
- Policies and actions taken to promote and support health and wellbeing of staff
- How suppliers promote accessible opportunities for local SMEs
- Support given to SMEs, to improve performance, resilience and build for the future

2.2 Social Value Group

At Commercial Services we have a dedicated group of motivated individuals who work to promote Social Value opportunities across our employees and supply chains. This group looks at;

- Promoting awareness of sustainability factors (internal and external)
- Encourage ideas and feedback
- Develop beneficial relationships with the local communities we serve. Encouraging charitable work, working with schools and other groups to help with 'get into work' activities as well as financial support via donations or sponsorship
- Promoting volunteering in the community – facilitated by one day's paid leave for involvement in community projects

2.3 Employee wellbeing

We have a dedicated group of motivated individuals who work to promote Employee wellbeing. This group works on behalf of the employees to ensure a safe and positive workplace for all employees. Promoting inclusion as a cultural mindset.

2.4 The Environment

We encourage our suppliers, customers, employees and other stakeholders to:

- REDUCE, REUSE, RECYCLE
- Utilise electronic invoicing and payment methods
- Work with suppliers to reduce packaging especially plastics
- Accommodate work from home to reduce carbon emissions
- Use of electric vehicles
- Ensure buildings and operations are as energy efficient as possible
- Comply with all relevant environmental legislation, regulations and requirements

We are committed to:

- Fulfilling our share of the responsibility to keep the global temperature rise below 1.5° Celsius
- Implement responsible practices to reduce carbon in our operations, materials and delivery methods
- Work with our customers and supply chain to deliver net zero carbon emissions
- Reduce water consumption where possible
- Reduce air and water pollution, noise and nuisance

2.5 Reporting

We have established a Social Value Tracking System to record activities relating to social value and this will be used to monitor activities and provide useful information as a base for future years.

3 Communication and Collaboration

We commit to being transparent and clear in our communication with all stakeholders and to work with these same stakeholders to collaborate and innovate to develop strategies. These evolving strategies will work toward improving our products, services and operations with the aim of delivering benefit to our customers, suppliers, local communities and for the benefit of the global community.

We commit to:

- Assess all opportunities and their potential impacts
- Track and analyse performance
- Share learning and best practice to drive continuous improvement in social value outcomes
- Communicate on our activities
- Collaborate with our customers, supply chain, academia and local communities to develop ideas for improvement
- Partner with voluntary groups, charitable and social enterprise organisations
- Support, where possible initiatives aligned to regional, national and global outcomes
- Implement social value objectives through our workforce and supply chain

4 Diversity and Equality

Our people are important to us. We want everyone to have equal opportunities to grow, improve and have the opportunity for personal development.

We:

- Promote fairness, inclusion and respect
- Promote workforce diversity through targeted people sourcing that reaches all groups including under-represented groups and communities
- Provide various and accessible employment opportunities at all levels. Offering entry-level employment and training opportunities for local people
- Promote and develop future talent through various schemes, both internal and external

5 Community

We encourage our employees to work with and for their local communities. We offer a day's paid leave for involvement in a community to support voluntary, charitable and social enterprise groups.

We work with our customers and suppliers to help them develop and recover from the impact of the Covid-19 pandemic.

We aim to be a good neighbour. We recognise the potential our activities may have on surrounding communities and we commit to working with these communities to develop strategies that enable interaction to promote opportunities and reduce negative impacts.

6 Review

This statement will be reviewed annually by the Social Value Group and authorised by Chief Executive Officer.