

SOCIAL VALUE STRATEGY

2023 / 2024



WALTERLILLY

1924

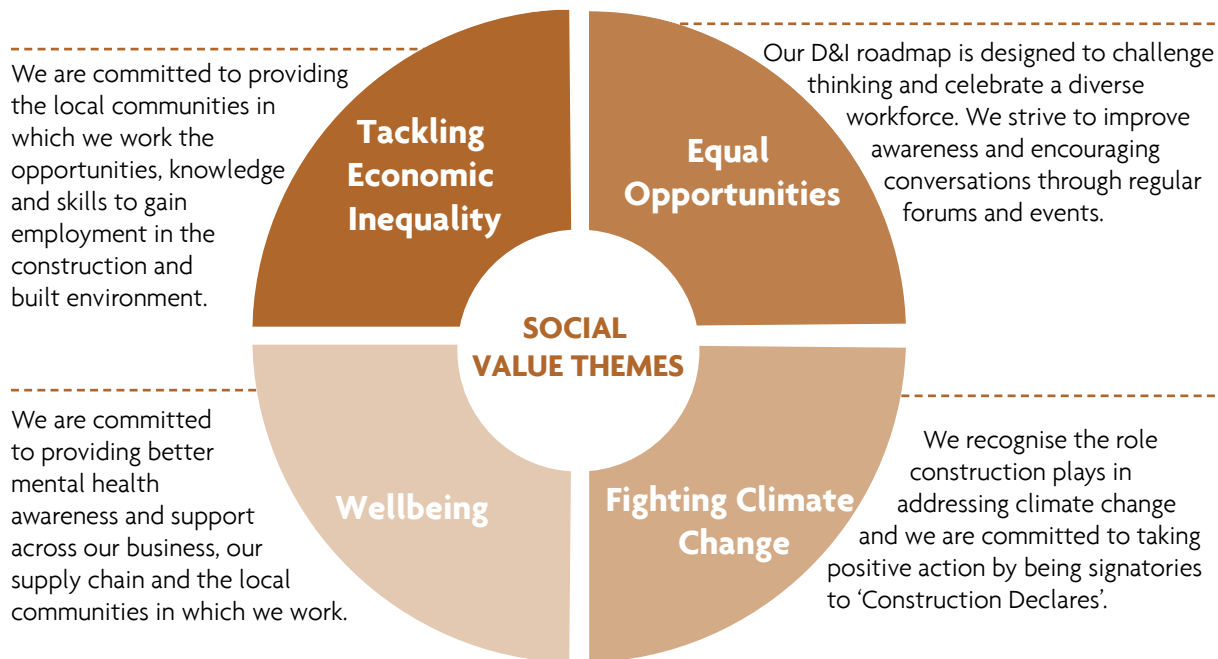


EXECUTIVE SUMMARY

Walter Lilly define social value as creating a lasting positive, social, economic and environmental impact through the way that we choose to act and operate as a business.

OUR SOCIAL VALUE PLEDGE

- Our people – supporting employment, skills development and wellbeing.
- Our communities – working collaboratively to deliver real social value through local communities.
- Our environment - continuously evaluating and enhancing our impact on the environment.
- Our industry – supporting our industry and inspiring the next generation to ensure a sustainable future for our employees, their families and their communities.



OUR THEMES

To deliver our social value pledge, our Social Value Strategy is underpinned by four principal themes inline with the UK Government Social Value Model, the Social Value Act (2012) and Procurement Policy Note 06/20.

THEMES			
1. TACKLING ECONOMIC INEQUALITY	2. EQUAL OPPORTUNITIES	3. FIGHTING CLIMATE CHANGE	4. WELLBEING
OUTCOMES			
Creating new businesses, jobs and skills, increasing supply chain resilience and capacity	Reducing the disability and under represented employment gap and tackling workforce inequality	Effective stewardship of the environment	Improving health, wellbeing and community integration
BENEFICIARIES			
Local and non local suppliers and businesses Students and schools leavers Local communities VCSEs Local authorities / career hubs	Under represented groups Local communities VCSEs Local authorities / career hubs Supply chain Walter Lilly employees	VCSEs Local suppliers and businesses Current and future generations Supply chain Local communities Walter Lilly employees	Walter Lilly employees Local communities VCSEs
OUR COMMITMENTS			
School engagement Community skills Volunteering Training Employment Local procurement	Culture and awareness Recruitment Training Disability Confident Employer	Report and monitor Carbon Reduction Waste management Travel Responsible sourcing Biodiversity	Health and wellbeing Awareness and training Resources Volunteering Mental Health at Work Commitment

HOW WE DELIVER SOCIAL VALUE

Walter Lilly's corporate social value commitments reflect our vision of social improvement. They have been carefully selected to accommodate our existing and future client's social value requirements as well as Section 106 obligations in alignment with PPN06/20 and PPN06/21.

Central to our approach to delivering social value is the spirit of collaboration. We work hand-in-hand with contracting authorities, communities, businesses and VCSEs (voluntary, community and social enterprises) to create a legacy of socio-economic and environmental benefits that reap long-lasting rewards well after contractual obligations have ended.

On each of our projects, we commit to delivering social value in reasonable proportion to the project size and value.

Our robust social value governance is structured into four components, brought together to ensure the rigorous management and timely delivery of our social value commitments.

SOCIAL VALUE DELIVERY WORK FLOW



SOCIAL VALUE GOVERNANCE

PEOPLE	PROCESS	SYSTEMS	PERFORMANCE
<ul style="list-style-type: none"> Board of Directors Social value leaders and champions Client and Local Authority Social value beneficiaries 	<ul style="list-style-type: none"> Walter Lilly's social value delivery methodology Social Value Model's guidance Walter Lilly's corporate governance Client's policies and procedures 	<ul style="list-style-type: none"> Platform to track, capture and report Project Social Value Plan Project roles and responsibilities matrix 	<ul style="list-style-type: none"> Standard reporting metrics Impact Evaluation Standard (IES) metrics Client KPIs and S106 obligations Reports and case studies

PERSONNEL DEDICATED TO MANAGING OUR SOCIAL VALUE

Walter Lilly's social value approach is led by Social Value Leaders, Tess Banning and Alex Clark, with the support of a dedicated team of Social Value Champions who are allocated to every project.

Social Value Leader

- Develop and implement Walter Lilly's social value strategy
- Evaluate and determine social value objectives and KPIs for each individual project and overall corporate engagement
- Principal point of contact for all social value matters with the client and Local Authority (s106)
- Build partnerships with local bodies, authorities, charities, VCSEs etc.
- Identify opportunities to expand social value engagements
- Implement initiatives to streamline and enhance Walter Lilly's social value
- Oversee the Social Value Champions and all social value reporting
- Identify training opportunities that align with social value requirements

Social Value Champion

- Be ambassadors for the company for all social value matters
- Take responsibility for social value on allocated project/s and ensure implementation of the Project Social Value Plan
- Promote the importance and benefits of social value across the business
- Lead by example in relation to all social value activities
- Ensure project audits and monthly reporting is carried out
- Assist and support in the delivery of the company Carbon Reduction Plan

SOCIAL VALUE REPORTING

Walter Lilly uses the following softwares for tracking and reporting all social value related activities and initiatives across the business. Reporting is captured monthly, both at individual project level and across the wider business.



Thrive is an online software platform designed to help organisations track, audit and report on all their social value and broader ESG activities whilst measuring our social impact.

The platform is tailored to the social value objectives of Walter Lilly, providing flexibility over what social value metrics are monitored. The platform allows us to drive continuous improvement by setting goals and targets on a project-by-project and overall business basis, allowing us to assess value in real time.



Tracker+ is a centralised system to track, manage and monitor our social value KPIs on a project-by-project and head office basis.

- CO₂ emissions, transport
- Waste management
- Materials
- Biodiversity
- Local community engagement



MSite is a biometrics and delivery management system, which incorporate online inductions and pre-enrolment.

This system ensures all project data for personnel and vehicle movements are collated, allowing us to monitor and report on our CO₂ emissions. The CO₂ data from MSite is inputted into Tracker+ to provide a collective report of project activities.

OPTIMISING OUR SOCIAL IMPACT THROUGH OUR SUPPLY CHAIN PARTNERS

We recognise our social value responsibilities as a Main Contractor and the obligation we have to support our supply chain towards ensuring they maximise their own impact of social value on our projects.

Furthermore, we commit to expanding and diversifying our supply chain using our Contractor Qualification Questionnaire (CQQ) process, which allows for ethical procurement and vetting of suppliers based on their ability to align to our social improvement vision. Our CQQ process allows us to identify supply chain partners who share our commitment to give back to those who need it most in the community through social value endeavours. The questionnaire also allows us to assemble a strong network of like-minded partners with whom we can foster a culture of Equality, Diversity and Inclusion (EDI) both within and outside the organisation. It is our intention to join forces wherever possible to multiply our socio-economic impact and safeguard our environment.



**CARRY OUT SUPPLY CHAIN
CAPABILITY DUE DILIGENCE
THROUGH CQQ PROCESS**

**ALIGN SOCIAL VALUE
OPPORTUNITIES WITH
PROCUREMENT ACTIVITIES**

**INTEGRATE SOCIAL VALUE
WITHIN THE TENDER
PROCESS**

**INCLUDE SOCIAL VALUE WITHIN
SUPPLIER PERFORMANCE
MANAGEMENT**

**BUILD SUPPLY CHAIN
CAPABILITY**

TACKLING ECONOMIC INEQUALITY

Walter Lilly pledge to support our local economies by; maximising employment and skill opportunities, directly contributing to economic growth including suppliers, local spend, new businesses, small-to-medium-size enterprises, micro, voluntary, charitable and social enterprises, and improving the future of construction through apprenticeships, skills and education, and regional economic prosperity.

OUR OBJECTIVES	ENABLING ACTIONS	ASSOCIATED IMPACT EVALUATION STANDARD (IES) METRIC
<p>Increase the expenditure on SMEs in the supply chain.</p>	<p>We are proud that 95% of supply chain are SMEs and we continue to monitor this through our supply chain management.</p> <p>Project specific Social Value Plans will identify opportunities for local spending. As a signatory to the Prompt Payment Plan, we ensure payment is in line with our commitments.</p>	<p>IM121 Total value of contract opportunities awarded to NON LOCAL suppliers IM122 The number of contract opportunities awarded to NON LOCAL businesses IM40 The number of contract opportunities awarded to LOCAL businesses IM45 The value of contract opportunities awarded to LOCAL suppliers IM130 Percentage of invoices paid within 30 days (%)</p>
<p>Increase the number of voluntary community and social enterprises (VCSEs) on our supply chain.</p>	<p>Provide at least 40 staff volunteering hours a year with VCSEs including local schools, social enterprises and charities.</p> <p>Our dedicated social enterprises directory allows project teams access to local suppliers who may benefit from project activities ie. wood recycling.</p>	<p>IM121 Total value of contract opportunities awarded to NON LOCAL suppliers IM122 The number of contract opportunities awarded to NON LOCAL businesses IM40 The number of contract opportunities awarded to LOCAL businesses IM45 The value of contract opportunities awarded to LOCAL suppliers</p>
<p>Provide a minimum of six apprenticeship/trainee placements a year.</p>	<p>Over 10% of the Walter Lilly's employees are engaged in an Earn to Learn or apprenticeship scheme and we will continue to champion this through our student programme.</p>	<p>IM26 Number of apprenticeship opportunities (Level 2, 3, and 4+) created IM27 Number of apprenticeship opportunities (Level 2, 3, and 4+) completed IM28 Number of apprenticeship weeks delivered IM29 Number of training opportunities (Level 2, 3, and 4+) created, other than apprentices IM30 Number of training opportunities (Level 2, 3, and 4+) completed, other than apprentices IM31 Number of training hours completed on formal training opportunities (Level 2, 3, and 4+) IM79 Total percentage of disabled people on apprenticeship schemes (Level 2, 3, and 4+), as a proportion of the all people on apprenticeship schemes (Level 2, 3, and 4+) IM80 Number of disabled people on apprenticeship schemes (Level 2, 3, and 4+) IM87 Number of people from groups under-represented in the workforce on apprenticeship schemes (Level 2, 3, and 4+) IM88 Total percentage of people from groups under-represented in the workforce on other training schemes (Level 2, 3, and 4+)</p>

TACKLING ECONOMIC INEQUALITY

OUR OBJECTIVES	ENABLING ACTIONS	ASSOCIATED IMPACT EVALUATION STANDARD (IES) METRIC
<p>Increase awareness of construction careers through meaningful engagement with a minimum of three schools and one college, and any other community initiatives (ie. Women into Construction).</p>	<p>Walter Lilly is a Cornerstone Employer, an active member of South London Partnership Careers Hub and Women into Construction. Engagement initiatives include:</p> <ul style="list-style-type: none"> • School visits including apprenticeship talks, mock interviews, CV writing and mentoring • A minimum 15 weeks work placement a year • Career fairs • Site visits / insight days including site and office visits • Engagement with VCSEs (Construction Youth Trust) 	<p>IM32 Number of weeks of work experience or work placements completed IM34 Number of people-hours of mentoring delivered IM35 Number of people hours of mock interviews, CV writing, careers advice delivered</p>
<p>Provide all employees with the opportunity to undertake training and to develop skills.</p>	<p>Our dedicated Business Training Management Team continues to review and implement training opportunities for all employees.</p> <p>We invest in new skills and training for our employees with particular focus on social value themes including carbon reduction, waste management, wellbeing, EDI and modern slavery.</p>	<p>IM38 Number of training hours delivered - toolbox talks (CITB qualifying training)</p>



Women Into Construction Kensington and Chelsea Employment Programme celebration event hosted at The Skill Centre, Earls Court. Walter Lilly hosted three women from the borough for two weeks placement on site.

“On behalf of the South London Careers Hub, I would like to pass on our thanks for all the work you have done to support us, our schools and young people over the last academic year. It has been amazing working with you, and I know that the employer encounters that your team have carried out have been hugely beneficial for young people. We are really looking forward to working with you in the next academic year.”
 Rachel Bennett, South London Partnership

We are proud to have received a Highly Commended as Business of the Year 2023 through our ongoing relationship with the South London Careers Hub.



Walter Lilly’s students, Hannah Tyers and Asharrn Falconer attending schools across South London during Apprenticeship Week 2023, sharing the various routes into construction.

FIGHTING CLIMATE CHANGE

Walter Lilly is committed to achieving Net Zero by 2050 and continues to work toward net carbon zero emissions from corporate and site level activity. We strive to enhancing the natural environment through improving ecosystems and biodiversity; and protecting our natural resources, whilst respecting neighbouring communities by reducing our impact on air quality, noise and water quality; supporting a healthier society. Walter Lilly's environmental objectives are aligned with our Carbon Reduction Plan, as posted on our company website.

OUR OBJECTIVES	ENABLING ACTIONS	ASSOCIATED IMPACT EVALUATION STANDARD (IES) METRIC
Measure, monitor and report on the company's environmental impact, striving for improvement year on year.	<p>Thrive, Tracker+ and MSite enable all environmental and sustainability data to be collected on a corporate and project by project basis.</p> <p>Accredited to ISO 14001 Environmental Management System and is audited annually by the BSI. NDC are an organisation who support us in providing specialist advice on legislative amendments with regard to environmental matters. They also provide audit services in addition to our annual BSI obligations.</p>	IM69A Total annual reduction in emissions of greenhouse gases in MTCDE, measured against a baseline
Use low carbon alternatives and energy efficiency across our sites.	<ul style="list-style-type: none"> No fuel generators permitted on Walter Lilly sites. All Walter Lilly site set ups have a minimum requirement to use energy efficient site lighting, site office and site temporary electrics. All site site hoarding as a minimum must be sustainable. 	IM69A Total annual reduction in emissions of greenhouse gases in MTCDE, measured against a baseline
Use local schemes for repurposing site materials.	A comprehensive social enterprise directory is made available to all members of the company, allowing them the opportunity to identify local schemes relevant to their site waste and repurposing needs.	<p>IM121 The value of contract opportunities awarded to NON LOCAL suppliers</p> <p>IM45 The value of contract opportunities awarded to LOCAL suppliers</p>
Waste management.	<ul style="list-style-type: none"> Subcontractor packaging is returned upon delivery from all of our sites. The Walter Lilly subcontract pre orders sets targets of reducing plastic packaging from deliveries whilst banning the use of 'single use' plastics wherever possible. 100% of timber to be recycled. Where this is not possible, waste to combustion should be targeted over waste to landfill. Segregated bins on site, within welfare and head office are implemented to ensure recycling of cardboard and paper. Our waste suppliers are also required to segregate our waste accordingly and all requirements are outlined within their order. 	<p>IM74 Reduction in construction waste produced</p> <p>IM75 Annual reduction in waste to landfill arising, measured in metric tonnes.</p>
Volunteering.	Walter Lilly provides every employee two volunteering days per annum. Our corporate volunteering programme will integrate a minimum of four environmental related volunteering opportunities throughout the year. Workshops and toolbox talks related to sustainability and the environment are provided to our employees and supply chain.	<p>IM63 Number of hours spent on engagement to raise environmental awareness</p> <p>IM64 Number of hours spent on environmental training and education</p> <p>IM65 Number of hours spent on environmental volunteering opportunities</p> <p>IM66A Number of hours spent working towards net zero greenhouse gas emissions</p>

EQUAL OPPORTUNITIES

Equality, Diversity and Inclusion (EDI) is central to our core values of integrity, honesty and fairness in our dealings with our staff, customers, subcontractors and suppliers. Our EDI journey at Walter Lilly is constantly evolving to remain aligned with the external environment by contributing opportunities to create a more equal and inclusive society. Our EDI policy acknowledges our commitment to providing equal opportunities to all current and prospective employees. To support our inclusive culture, our EDI policy outlines in detail how we put this commitment into practice, explaining the behaviours expected of our people and codes of conduct to be upheld at all times

OUR OBJECTIVES	ENABLING ACTIONS	ASSOCIATED IMPACT EVALUATION STANDARD (IES) METRIC
Extend company engagement and awareness of current EDI best practice including Modern Slavery.	An EDI audit was completed in 2023 in the form of a company-wide survey with the support of an outsourced EDI consultant, EW Group. We will continue to improve on the feedback given and implement an EDI strategy and statement. EDI targets, goals and aspirations will be included and communicated company-wide, monitored on an annual basis.	IM94 Number of hours spent putting in place policies and practices to identify, manage and mitigate modern slavery risks
Improve awareness and culture across the business through training and feedback.	Walter Lilly employees are required to carry out EDI related training through our online training module, On Track Learning. National awareness days are recognised and communicated. EDI surveys are carried annually across the business.	IM34 Number of people-hours of mentoring delivered IM38 Number of training hours delivered - tool box talks (CITB qualifying training)
HR / recruitment.	Walter Lilly implements clear processes for recruitment and promotions to ensure EDI is addressed.	IM18 Number of NON-LOCAL full time equivalent (FTE) employment opportunities created IM19 Number of LOCAL full time equivalent (FTE) employment opportunities created IM21 Number of full time equivalent (FTE) hires of those who were PREVIOUSLY UNEMPLOYED IM24 Number of full time equivalent (FTE) hires from OTHER groups who face barriers to employment IM26 Number of full-time equivalent (FTE) people from an ethnic minority in the workforce employed IM27 Number of full-time equivalent (FTE) people from low socio-economic background in the workforce employed IM78 Number of full-time equivalent (FTE) disabled people within workforce IM80 Number of disabled people on apprenticeship schemes (Level 2, 3, and 4+) IM84 Total percentage of full-time equivalent (FTE) people from groups under-represented in the workforce employed, as a proportion of the total FTE contract workforce IM85 Number of full-time equivalent (FTE) people from groups under-represented in the workforce employed IM86 Total percentage of full-time equivalent (FTE) people from groups under-represented in the workforce employed IM87 Number of people from groups under-represented in the workforce on apprenticeship schemes (Level 2, 3, and 4+) IM88 Total percentage of people from groups under-represented in the workforce on other training schemes (Level 2, 3, and 4+) IM89 Number of people from groups under-represented in the workforce on other training schemes (Level 2, 3, and 4+) IM116 Number of full time equivalent (FTE) hires of those who were NEETS IM118 Number of full time equivalent (FTE) hires of those who were EX OFFENDERS IM119 Number of full time equivalent (FTE) hires of those who were CARE LEAVERS IM125 Number of full-time equivalent (FTE) people identifying as female in the workforce employed

EQUAL OPPORTUNITIES

OUR OBJECTIVES	ENABLING ACTIONS	ASSOCIATED IMPACT EVALUATION STANDARD (IES) METRIC
<p>EDI and Modern Slavery commitment through supply chain.</p>	<p>Our EDI policy and commitment is written into our supply chain CQQ and Pre Order Agreement as a minimum. Demonstration of our supply chain contractors' commitment to EDI and Modern Slavery is required at CQQ stage.</p> <p>We plan to implement EDI and Modern Slavery training and workshops, initially targeting our primary supply chain partners.</p>	<p>IM83 Number of suppliers with the Disability Confident accreditation IM92 Percentage of the supply chain for which supply chain mapping has been completed to the appropriate tier or to source in order to reduce the risks of modern slavery M98 The number of suppliers in supply chain to have achieved the Living Wage Accreditation</p>
<p>Disability Confident.</p>	<p>Walter Lilly is a certified Disability Confident Committed employer. Through our commitment, we ensure our recruitment process is inclusive and accessible, whilst providing reasonable adjustments as required.</p>	<p>IM78 Number of full-time equivalent (FTE) disabled people within workforce IM79 Total percentage of disabled people on apprenticeship schemes (Level 2, 3, and 4+), as a proportion of the all people on apprenticeship schemes (Level 2, 3, and 4+) IM80 Number of disabled people on apprenticeship schemes (Level 2, 3, and 4+) IM115 Number of full time equivalent (FTE) hires of those who DISABLED</p>
<p>Volunteering.</p>	<p>Walter Lilly provides every employee two volunteering days per annum. Our corporate volunteering programme will integrate a minimum of four EDI related volunteering opportunities throughout the year.</p> <p>Walter Lilly's membership with Women into Construction and ongoing relationship with Construction Youth Trust enables us to engage with women and underrepresented groups and students, providing support with construction career advice and work placements.</p>	<p>IM106A Number of people hours spent on Education Engagement activities with schools or higher education facilities. IM108 Number of people hours spent providing support to community-led initiatives IM109A Number of people hours spent by employees on volunteering schemes made available to the workforce. IM124 Number of people hours spent by employees on volunteering their professional services.</p>

WELLBEING

Operating from a people-first perspective, we support safety and wellbeing in the workplace as a priority. We strive to increase the physical and mental wellbeing of our staff, supply chain and communities as a result of the way we do business.

OUR OBJECTIVES	ENABLING ACTIONS	ASSOCIATED IMPACT EVALUATION STANDARD (IES) METRIC
Access to wellbeing benefits.	<p>Walter Lilly employees have access to a large resource library through our Employee Wellbeing Centre, hosted on our intranet system.</p> <p>Wellbeing benefits provided to all employees include; wellbeing days, flexible working and working from home allowance, health and fitness discounts, private healthcare, eye test vouchers, free flu jabs, cycle to work scheme, access to Health Assured - an Employee Assistance Programme.</p>	IM100 The number of employees in the workforce involved in initiatives to improve physical wellbeing
Committing to maintaining four meaningful charity partnerships each year to further our social value legacy.	<p>Walter Lilly is committed to providing meaningful corporate support to the following four charities:</p> <ol style="list-style-type: none"> The Lighthouse Club: A construction industry charity dedicated to providing emotional, physical and financial wellbeing support to the construction community and their families. Walter Lilly provides financial donations and support all campaigns by spreading awareness within our workplace. NACOA: Offers a variety of support to children of alcoholics and alcoholics. Walter Lilly provides financial donations and support all campaigns by spreading awareness within our workplace. Crash: Helping homelessness charities and hospices with vital construction projects. Walter Lilly provides financial donations. Construction Youth Trust: Inspire and enable young people to overcome barriers and discover a career in the construction and built environment sector. Walter Lilly provides support through student engagement of advice on career routes, CV writing, mentoring days and workshops. 	IM113 Community Donations (£) - Cash & Products IM114 Community Fundraising (£)
Increase mental health awareness, with a minimum of 10% staff trained as Mental Health First Aiders.	<p>Walter Lilly is Mental Health at Work Committed. Access to mental health tools and resources are made available to all staff and site operatives and communication is shared via our intranet system, toolbox talks and site posters. Specific awareness days such as Mental Health Awareness Week is integrated within our corporate awareness calendar.</p> <p>9% of Walter Lilly's workforce are currently* trained and certified Mental Health First Aiders. *As of May 2023</p>	IM103 Number of employees trained to become mental health first aiders IM128 Number of employees accessing mental health initiatives internally within your organisation

WELLBEING

OUR OBJECTIVES	ENABLING ACTIONS	ASSOCIATED IMPACT EVALUATION STANDARD (IES) METRIC
Deliver minimum one wellbeing awareness workshop per year / per project and head office.	Throughout the year, various charities, subject matter experts and not-for-profit organisations will be engaged to visit our sites and head office to provide wellbeing awareness workshops and toolbox talks. The Lighthouse Club has commenced delivering talks across our projects, and a presentation on behalf of the National Association for Children of Alcoholics (NACOA) will be given in September 2023.	IM34 Number of people-hours of mentoring delivered IM38 Number of training hours delivered - tool box talks (CITB qualifying training)
Volunteering.	Walter Lilly provides every employee two volunteering days per annum. Our corporate volunteering programme will integrate a minimum of four wellbeing related volunteering opportunities throughout the year.	IM106A Number of people hours spent on Education Engagement activities with schools or higher education facilities. IM108 Number of people hours spent providing support to community-led initiatives IM109A Number of people hours spent by employees on volunteering schemes made available to the workforce. IM124 Number of people hours spent by employees on volunteering their professional services.



Walter Lilly's dedicated Employee Wellbeing Centre located on the company intranet system

Walter Lilly are proud to be Mental Health At Work Committed

The 6 Standards of Commitment

1. Prioritise mental health in the workplace by developing and delivering a systematic programme of activity
2. Proactively ensure work design and organisational culture drive positive mental health outcomes
3. Promote an open culture around mental health
4. Increase organisational confidence and capability
5. Provide mental health tools and support
6. Increase transparency and accountability through internal and external reporting





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For more information on this strategy or anything relating to Walter Lilly's
commitment to social value please email contact@walterlilly.co.uk