

SOCIAL VALUE POLICY STATEMENT

We exist to make a positive difference to people's lives, our clients, candidates, colleagues and the communities in which we work. We listen, understand and innovate for our clients. Their success is our success.

We look after our contractors and candidates, personally and professionally. We care for the mind, body and spirit of our colleagues. Welcome to Morson Group, placing people first. This ethos is embodied by our core values of:

- We are curious
- We are courageous
- We are caring
- We are collaborative

Our vision is to be the unique talent and engineering group that top organisations want to work with, and the most talented people want to work for. Our social value policy statement outlines our commitments to achieve this and is endorsed by our CEO, Ged Mason as well as every member of our Group.

Community engagement

- We work with local charities, places of worship and community groups to ensure we're placing people first in everything we do.
- We support our ex-forces through the provision of expert support via Morson Forces and we commit to retaining our Armed Forces Gold Award Covenant.
- We work with social mobility and diversity taskforces to ensure our processes and opportunities are accessible.
- We partner with local job centres, workless and homeless charities as well as our clients to provide comprehensive visibility of our available opportunities.
- We work with industry specialists to ensure our opportunities are seen by the full spectrum of the communities in which we operate.
- We deliver volunteering, work experience and mentorship throughout our colleague and contractor network by working with local schools, charities and the STEM Ambassador network
- We create a culture that delivers a working environment which has a positive effect on our people's health, with a framework of support to look after their personal wellbeing.

Local Business and Economy

- We provide pan-Group opportunities to small, medium, micro-sized businesses, social enterprises and minority owned businesses.
- We align ourselves to the Supply Chain Sustainability School's best practice.
- We invest in local innovation to ensure the longevity of our supply chain.
- Where possible we procure goods and services locally.
- Our executive team provide mentorship to for small, medium, micro-sized businesses, social enterprises and minority owned businesses.
- We will continue to use our Morson Ambassadors (diversity, ex-Forces and athleticism) to promote our local economy, upskill our supply chain and engage the talent pipeline.

Skills and employment

- We commit to securing opportunities for the communities in which we operate from future skills, NEETs and experienced hires.
- We provide CV and interview coaching to ensure success throughout the recruitment process.
- Our website is ReciteMe enabled provide cognitive and linguistic accessibility to all applicants.
- We commit to ongoing attainment of the 5% club.
- We ensure ongoing support to industry inclusion charters including the race at work charter and the equality, diversity and inclusion charter.
- We support our current employees through lifelong learning and career enrichment generating embedded social value.
- With our clients and supply chains we organise, deliver and promote activities to inspire future generations into the industry in which we work and recognise the inherent social value we create through our activities.

Sustainability

- We ensure the efficient use of resources to manage and reduce our impact on the environment, recognising the importance of the circular economy and life cycle assessment practices.
- Ongoing commitment to CO2 reduction with the further introduction of electric vehicles to our fleet.
- Effective resource utilisation to optimise value for our clients and reducing waste.
- Investment into local talent to reduce travel related emissions and create sustainable talent pipelines.

- Promotion of sustainable and ethical procurement across our Group.
- Education and monitoring of compliance to our colleague's responsibilities in the reduction of waste.
- We commit to achieving carbon zero status by 2023.

Review

This policy is reviewed annually in line with achieving our targets and goals as well as when necessary to reflect changes in relevant legislation. This policy is communicated to all employees, clients and supply chain via the intranet and e-bulletins.

Approved by

A handwritten signature in black ink that reads 'Ged Mason'.

Ged Mason, OBE

Morson Group CEO

5 October 2020