

Our commitment

We recognise that our activities influence not only our employees, customers, suppliers, and partners, but also the wider communities in which we work. We are committed to creating meaningful, measurable and lasting positive impact.

Generating social value is a core pillar of our Environmental Social Governance (ESG) Framework and fundamental to how we operate. For us, Social Value measures the wider economic, social and environmental benefits created through our operations, beyond core commercial delivery. Integrating social value across our business operations supports our strategic aims to:

- Meet and exceed customer expectations
- Strengthen our competitiveness in framework bids
- Embed responsible business practices into everyday operations
- Promote our core values, including trust and respect, collaboration, and protecting future generations

Our Approach to Social Value

We have joined the Social Value Portal and will adopt the Themes Outcomes Measures (TOMs) Framework to monitor, and report our social value outcomes. By creating an annual social value baseline, we aim to enable evidence-based decision-making and transparent reporting. Our approach covers all four TOMs themes: Work, Economy, Community & Planet. We will focus on the social value topics most material to our business, these include: local employment, sustainable procurement, community investment and green transport initiatives.

The Workdry Group will:

- Integrate TOMs metrics into planning, procurement, and contract delivery
- Establish clear baselines and annual monitoring to demonstrate progress
- Report transparently to customers, partners, and stakeholders
- Ensure employees and suppliers understand their role in contributing to social value

Governance

Accountability for social value sits within our ESG governance structure and is overseen by our Executive Leadership Team (ELT). Progress will be reported to the ELT in line with our ESG Framework commitments. All employees, suppliers, and partners are expected to support and uphold this policy.



Dan Lee

Group CEO

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