

CARTER

CREATING SOCIAL VALUE

We don't just work with communities; our people are part of the communities in which we work.

We take our social contribution extremely seriously, supporting the local supply chain, providing employment opportunities for local people and helping local charitable organisations.

We are committed to building for the future and recognise that considerable change is needed over the next decade to sustain our communities and the environment. We also understand that the construction industry has an important part to play in delivering this change.

By working in partnership with our own subcontractors, suppliers, clients and the community, we believe that we can make a difference and ensure that social value is embedded into everything we do, to build back better, fairer and greener.

“We are proud to support the communities in which we live and work.”



Building for the future

THE WAYS IN WHICH WE ARE DELIVERING SOCIAL IMPACT



SUPPORTING OUR LOCAL ECONOMY

As a family-owned contractor operating in the East of England, thinking local is business as usual for us. This means ensuring that we employ locally and maximise our spend with local SMEs.

We are also looking for more ways to incorporate social enterprises into our supply chain to support their valuable work in our communities.



75%
Spend with SMEs
targeting 80% by 2023*

*based on a sample of projects.

£84m
spent with local business in 2021.



COMMUNITY RESILIENCE

The health and wellbeing of our employees is integral to our values of investing in our people and supporting communities. To remove the stigma and start conversations around mental health, we delivered over 360 hours of mental health awareness training in 2021.

Recognising the wellbeing benefits to all involved, we offer employees the opportunity to volunteer for one day per year with the community and support local charities.



31
Mental Health First Aiders
established across the R G Carter Group.

£800k+
donated to our local charity partner since 2018.



SKILLS AND EMPLOYMENT FOR ALL

We started our first training programme in 1968, now known as the R G Carter Academy.

We continue to provide good work and inclusive employment, particularly for the next generation, ensuring we are providing opportunities for people facing barriers to employment, facilitating social mobility, and creating a diverse, talented workforce which embraces individuality.



8.1%
of our workforce are in **earn and learn** positions

46 live apprenticeships including craft and degree-level management apprenticeships



ENVIRONMENTAL STEWARDSHIP

We are committed to play our part in minimising global temperature rise to 1.5°C and preserve our precious ecosystems. We also encourage our clients to opt for more environmentally responsible choices to contribute to the decarbonisation of the built environment.

You can find out more about our journey to net Zero in our Carbon Reduction Plan.



97%
waste diverted from landfill in 2021, targeting 98% by 2023.

525 hours of Environmental Awareness Training delivered in 2021.

MAXIMISING OUR SOCIAL VALUE



Our process for planning and delivering social value on a project:



NEEDS ANALYSIS

Consult with stakeholders and carry out a local needs analysis to inform social value action plan.



PLACE-BASED ACTION PLAN

Develop a place-based action plan with 5-10 key social value metrics with 'SMART' targets to monitor progress against.



MONITOR AND REPORT

The social value added on the project will be monitored throughout the duration of the project to identify opportunities and track progress against targets.



LESSONS LEARNT

Upon project completion, we will reflect on lessons learnt and identify opportunities to add greater social value in future projects.

“As a family-owned business, leaving a positive legacy on the communities we serve is at the heart of what we do.

Always seeking to do the right thing will remain our main driver in the decisions we make.

We envisage a world where work is good for you and businesses have purpose beyond profit, to enhance the communities and environment in which they operate.

By embedding our purpose and values into everything we do, we can help make a tangible contribution to the East of England.”



Aligning to the Global Goals



We have aligned our activities to the world's social value charter: The United Nation's Sustainable Development Goals.

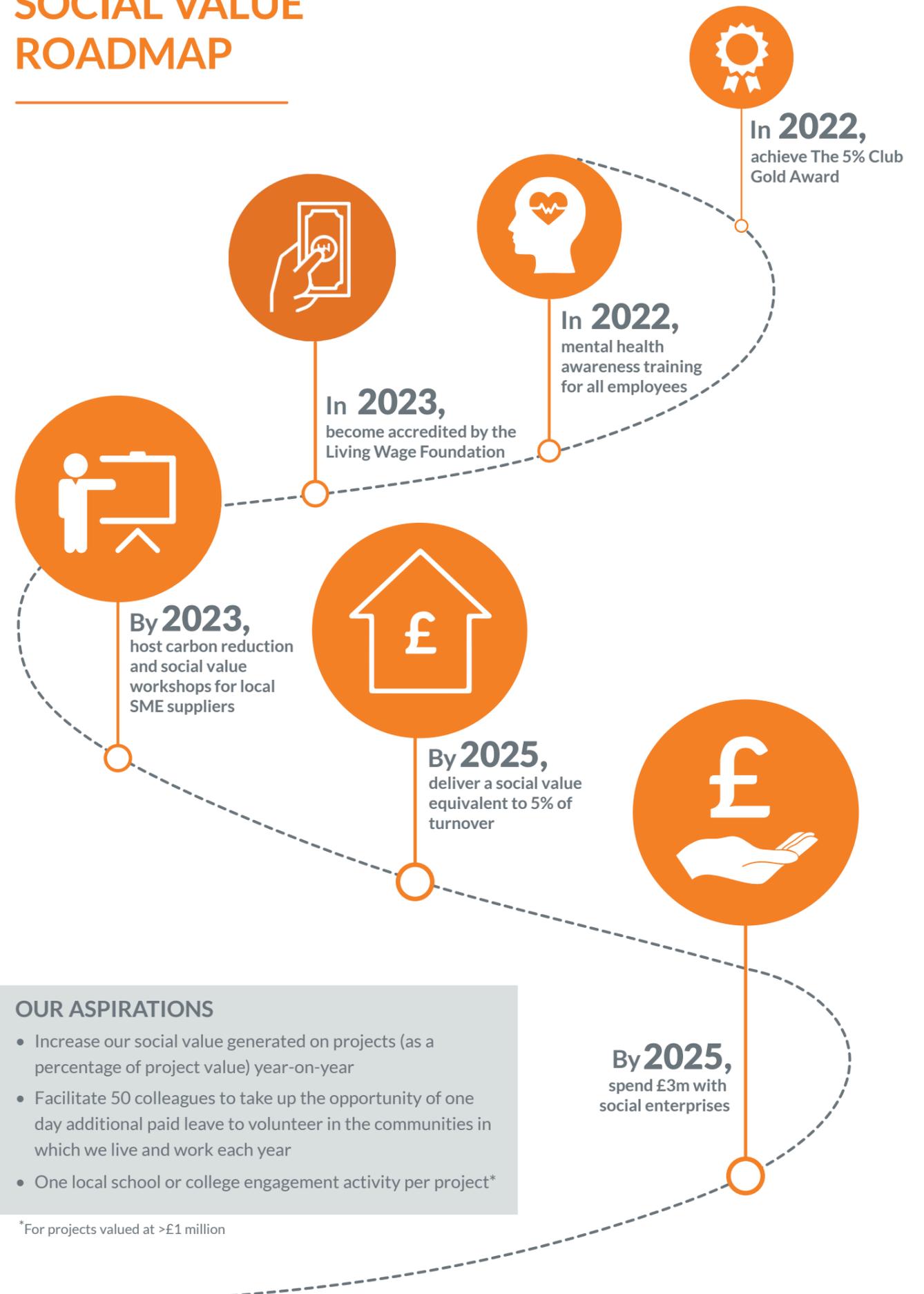
Whilst we operate in the spirit of all the goals, our social value strategy focuses on how we can contribute to six key goals.

Measuring our Impact

We have partnered with Thrive, Social Impact UK Pioneers to implement their widely recognised and adopted Impact Evaluation Standard (IES). IES is a social value measurement framework developed with a consortium of social value experts, in alignment with Central Government's Social Value Model (PPN06/20) and following guidance from HM Treasury.



SOCIAL VALUE ROADMAP



OUR ASPIRATIONS

- Increase our social value generated on projects (as a percentage of project value) year-on-year
- Facilitate 50 colleagues to take up the opportunity of one day additional paid leave to volunteer in the communities in which we live and work each year
- One local school or college engagement activity per project*

*For projects valued at >£1 million



Building for the future