Social Value Charter

OUR COMMITMENT TO SOCIAL VALUE

2026

Our Commitment to Social Value

At Venesky Brown, we believe that delivering social value is more than just a responsibility—it is a core part of how we do business. Through Elevate, our dedicated social value strategy, we commit to creating sustainable, meaningful, and lasting impact in the communities we work in.

Our strategy aligns with the United Nations Sustainable Development Goals (SDGs), focusing on:

As a key part of our supply chain, we expect our partners and suppliers to uphold these commitments, working collaboratively to drive positive social, economic, and environmental outcomes.

ELEVATE

Our Social Value Priorities & Supplier Expectations

1. Skills, Employment and Education

Our Commitment:

- Providing pathways into meaningful employment, particularly for underrepresented groups.
- Investing in apprenticeships, training, and skills development to strengthen our workforce and create opportunities for advancement.
- Supporting ex-military personnel, ex-offenders, and other individuals distant from the job market.

What We Expect from Our Suppliers:

- Support inclusive employment practices and offer opportunities to local people wherever possible.
- Provide training and development opportunities, including apprenticeships and internships where feasible.
- Engage with schools, colleges, and training organisations to promote careers in the industry and equip the workforce of the future.

2. Community Engagement

Our Commitment:

- Strengthening communities through partnerships and social initiatives.
- Providing our employees with two paid volunteering days per year to support local causes.
- Working closely with organisations that support individuals facing employment barriers.

What We Expect from Our Suppliers:

- Engage with and contribute to local community initiatives where possible.
- Encourage employees to participate in volunteering or social impact activities.
- Work with us to deliver positive community engagement and outreach projects.

3. Supporting Local Business and Economic Growth

Our Commitment:

- Prioritising procurement from SMEs, VCSEs, and local suppliers to drive economic growth.
- Actively supporting ethical procurement practices, promoting fair payment terms, and preventing exploitative labour practices.
- Measuring and constantly improving our local economic contribution.

What We Expect from Our Suppliers:

- Where possible, source materials and services locally.
- Ensure ethical procurement practices, including fair wages and responsible sourcing.
- Comply with Modern Slavery Act requirements and report any risks within your supply chain.

4. Environmental Responsibility

Our Commitment:

- Achieving carbon Net Zero by 2045 through strategic emissions reduction.
- Maintaining ISO 14001 accreditation and working towards ISO 50001.
- Minimising our environmental footprint by reducing air pollution, waste, and resource consumption in our operations.

What We Expect from Our Suppliers:

- Work towards reducing carbon emissions and minimising waste.
- Follow sustainable procurement and environmental best practices.
- Align with our sustainability goals where possible and report on progress.

5. Diversity, Inclusion, and Wellbeing

Our Commitment:

- Driving diversity and inclusion at all levels across our workforce to reflect the communities we serve.
- Training 1 in 10 employees as Mental Health First Aiders and ensuring dedicated mental health support is available without judgement.
- Supporting the wellbeing of our employees and wider workforce through structured initiatives and accessible resources.

What We Expect from Our Suppliers:

- Create an inclusive workplace culture, ensuring fair and equitable treatment of all employees.
- Support meaningful wellbeing initiatives and mental health awareness within your organisation.
- Work with us to create a diverse and representative workforce.

6. Leadership and Governance

Our Commitment:

- Embedding social value into our business strategy for long term impact.
- Maintaining executive-level sponsorship to drive progress in social value delivery.
- Engaging with stakeholders regularly to assess and refine our approach.
- Maintaining accuracy and transparency in our reporting, reinforcing accountability across all levels of the business.
    - Establishing a baseline for social value and tracking progress.
    - Setting measurable annual targets and publicly reporting them.
    - Using data-driven insights to constantly refine our approach.

What We Expect from Our Suppliers:

- Commit to ethical and responsible business practices.
- Share best practices and collaborate on social value initiatives with us and to your industry partners.
- Be transparent in reporting and measuring social value contributions.

Working Together for a Greater Impact

Through Elevate, we are embedding social value into every part of our business. By working with Venesky Brown, our suppliers and partners become part of a shared commitment to delivering meaningful and measurable impact through employment, community support, sustainability, and ethical business practices. We will engage with our supply chain regularly to review progress and share best practices, develop new initiatives that maximise social value, and ensure continuous improvement and impact reporting.

Together, we can elevate standards, drive positive change, and create a lasting legacy.

www.venesky-brown.co.uk

info@venesky-brown.co.uk

0131 357 2140

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