IMPROVING SOCIAL VALUE

Proposals for Improving Social Value through the Core St Gabrials, Oxford place Project

At McLaren, social value is about investing in the communities where we operate. Our strategy and associated policies ensure we make a positive social impact through supply chain development, the McLaren Training Academy and our community engagement programmes.

Our in-house social investment team are responsible for implementing and documenting our social value data. They partner with the Social Value Portal to calculate the value that we deliver, under the headings of:

- ✓ Jobs
- ✓ Growth
- ✓ Social
- ✓ Environment
- ✓ Innovation

Our Project Lead Stuart Goss, supported by our Community Manager Sarah Cain, will be responsible for delivering our social value proposals. Sarah has already begun the process of reaching out to local community to understand how we can provide targeted support over the duration of the project at St Gabriel's that leaves a meaningful legacy.

Our social value proposals for St Gabriel's Oxford Place are outlined in the following pages.





Employment: helping people into work

We will work with a number of agencies to get people from a variety of backgrounds including young offenders into construction-based jobs.

To provide the maximum opportunities we leverage the resource needs of our supply chain who support our commitment to add social value. Our strategy is to partner with the following organisations to match candidates with project opportunities. In addition to construction roles, there will also be openings for support functions such as security, cleaners and admin.

- **Manchester City Council** – Jobs and Skills Team
- **Armed forces and ex-armed forces personnel support** - Veterans' Gateway | Help for armed forces personnel and their families
- **Motiv8** - for people over the age of 25 who live in Greater Manchester and aren't in employment or training.
- **Green Skills Academy** – work with job Centre and DWP to get people back into employment. They specialise in up skilling trades to install energy efficient systems.
- **In Work Manchester** - offers support finding work for unemployed people with health conditions or disabilities.
- **Fawkes and Reece** (specialist recruitment agency) who work with the probation service to place ex-offenders.
- **Probation services** who are looking to give youth offenders the opportunity of meaningful employment.
- **HMP Forest Bank**- we could participate in any workshops that are organised to help prepare inmates for entering back into employment.

Education: improving the employability of students

We have identified three local secondary schools and three local colleges that offer construction related courses:

- Holy Trinity COF e Primary
- The Manchester College
- King David School
- Abbey College Manchester

We will work with these institutions to offer the following support options that will improve the employability of students:

- Careers advice to explain the full range of opportunities available in the construction industry
- Help with CV writing and mock interviews
- Student mentoring
- STEM activities
- Delivering training courses such as Budding Brunels and Building Future Skills through the construction youth trust
- Site visits to demonstrate how we deliver construction activities
- Talks on sustainability and reducing the carbon footprint of construction
- Work experience opportunities
- Opportunities to put construction skills training into practice on site
- Apprenticeships

The Growth Company Education & Skills

Newhouse Academy

Motiv8 Greater Manchester

EDGAR WOOD academy

FAWKES + REECE

Hazel Wood High School

Charity Support: helping organisations that make a positive impact in the local area

We hope to make a valuable lasting impact by supporting local charities with volunteering hours and fundraising events such as a charity golf day at the nearby Castle Hawk course.

We have identified the following organisations that make a positive difference in the surrounding area, and we will reach out to them to find out if there is a way we can offer support:

- Forever Manchester - a community-based charity, working in Rochdale, Heywood and Middleton. Offers support for people who are finding life difficult in some way, including difficulties finding a job.
- **Maximus Employability Working Well Early Help Programme** - offers support and advice if you have a disability or health condition. They offer health, wellbeing and lifestyle advice, assistance in work, workplace adjustments, skills, education and training and support finding work.
- **Manchester foodbank**
- **Barnabus Homeless charity**
- **Trewan Sands Children's Trust**
- **Little Monkeys Charity**
- **Headway – The Brain Injury Association**
- **Home-Start**



£9.5M
Social economic value provided in the last five years

15,000 +
Hours spent on community activities in the last three years

100+
Charitable events organised in the last three years working with our customers

20
Years contributed to 'Business in the Community'



Local Spend: working with SMEs to give them opportunities to contribute to the project

Where possible we will endeavour to source materials, subcontractors, plant hire and 20% of labour from a 20-mile radius of the site.

Our Biosite turnstiles will capture data on the postcodes of site staff. We will hold “meet the buyer” events to raise awareness of the project with local companies and if they meet our procurement criteria, they will be given the opportunity to tender for work. Our quantity surveyors generate information on how much spend has gone to the local community and this will be fed back to Manchester City Council each month.

We are an advocate of local procurement and the use of local suppliers of goods and services, by using our buying power to support and grow the local economy. As a Contractor with an office in the Manchester area, we already like to source supplies from neighbouring businesses, and our staff will provide more business for local cafes and shops.

By facilitating events such as local “meet the buyer” activities, we improve SME participation in the wider economy which in turn go partway to accomplishing the proposed goals of local preference participation. Direct approaches to helping local SME's, overcome barriers to growth and access to our projects through our procurement process. Generally, improving performance of local SME's improves their competitiveness in the local procurement process by engaging with local business bodies.



Effective Communication: maintaining positive relationships with local stakeholders

We recognise the importance of being a good neighbour to local residents, businesses and public bodies and the value that effective communication can have on maintaining good relationships with these stakeholders. We will use a combination of websites, newsletters and public meetings to keep the surrounding residents informed of progress and to share good news stories about how we are adding social value to the local community.





Support During the Supplier Approval Process

McLaren have a Supplier Approval process that accords with our ISO9001 accredited by the British Standards Institute. The process is to ensure that all contractors and suppliers have attained an appropriate level of health & safety and quality systems and demonstrate competence and financial stability.

McLaren would work closely with contractors and suppliers who did not have the appropriate levels of accreditation and give them the opportunity to tender under a Category 3 class. We would carry out an assessment of the company and the systems they operate. Any deficiencies that exist would be highlighted and we would work with them to close out any omissions or gaps. Once satisfied they have robust systems, they would be accredited as Category 3 suppliers for a period of 12 months. During this time they would be monitored and mentored if any areas of improvement were identified, or they needed additional support from McLaren or other members of the stakeholder team.

At the end of the 12month probationary period a further review would be undertaken and if good performance was achieved then the supplier would be elevated to a Category 2 level.

We offer support to the entire supply chain who works for us with initiatives such as the Supply Chain Sustainability School which gives free access to a wide range of training and accreditation modules. We would report on companies achieving accreditation onto the Approved Supply Chain list at monthly review meetings.

Positive Outcomes as a Result of our Initiatives

Outcomes	
Safety	• 12-month Accident & Incident Rates (AIR) of 1.38, 25% improvement on the HSE industry average
Social Value	• £15m generated on a single project at Edward Street Quarter, Brighton trialling the Social Value Portal Charitable donations of over £66k in the last 12 months
Supply chain payment	• **Average time taken to pay invoices: 30 days** • **Invoices paid:** within 30 days: 53% in 31 to 60 days: 45% in 61 days or more: 2%
Employees	• **Apprenticeships** 38 apprentices participating in apprenticeship programmes, 5.2% of our workforce • **Gender balance** 20% of women within McLaren are in technical roles • **Employee development** 78 involved in Management Development Programme, 10% of our workforce • **Diversity and inclusion** Launched our Engagement Forum in 2022, meeting • **Well-being** Promotion and protection of employee wellbeing ,including the launch of Wellbeing Group, annual health screening, annual employee 'Your say' surveys and provision of health and well-being specific benefits





Governance

As a privately owned company, McLaren has instituted an organisational governance championed by the Board of Directors to ensure we operate with openness, inclusivity, and transparency. We benefit from the experience of our varied Board members who bring with them a broad range of expertise in property development, building construction, finance, community investment, design and technological innovation and people management.

We have an internal department focused on supporting the Board's focus on areas such as modern slavery, anti-bribery and corruption, data protection and whistleblowing matters. Applying our defined risk and assurance protocols, we can assess both local and global risks to our operations and the wider industry, ensuring that robust systems are in place to respond with agility to threats and opportunities.

With our BSI accreditations including ISO14001, 45001, and 9001 and information management systems accredited to ISO 19650-2 international standards, we can capture business change for improvement, assure our customers of thorough governance monitoring, and demonstrate an auditable way of doing business.

Supply chain members are embedded into our policies and practices through consistent networking, forums, and training opportunities so that we can continue to add value to our customers while removing barriers to trade for our SME partners.

All outputs are captured through various channels and reported to the Board to ensure continuous improvement and transparency.

Outcomes:	
ESG Committee	• ESG Committee established with McLaren Board Sponsor
Ethics	• Promotion of McLaren's Behavioural framework and reboot of Supply Chain Charter and Code of Conduct
Risk	• Monitoring of governance matters via annual BSI audits on ISO14001, 45001 & 9001 and pursuit of ISO 27001 accreditation
Values	• New values messaging to encourage a culture of Together, Agile, Support & Proud



Good News Story: WMAS

West Midlands Ambulance Station, Oldbury

Over
£229,000
Social value achievements

1.5%
Social ROI

"This amazing, new facility for West Midlands Ambulance Service demonstrates the power of social value... Our collaborative approach means this facility will benefit Sandwell residents and the wider community. And by establishing links with key contractors, education providers and the voluntary sector, our partnership will assist our apprentices in developing successful careers that enhance the physical, economic, social and environmental wellbeing of our communities."

Cllr Carmichael

Project Overview

McLaren Construction worked on the West Midlands Ambulance Station with Stoford. On this project, we exceeded the employment and skills obligations as these pages illustrate.

The 72,000 square foot, three-storey building, is the largest of its kind in the UK.

In addition to the benefits of a significant increase in ambulance operational capability for the Black Country and Birmingham, the project has delivered on a range of community commitments made when the construction contract was awarded and supported Sandwell Council's drive to generate more social value from businesses operating in their area.

Since McLaren commenced on site, the site has recruited...





Electrical and Plumbing Apprenticeships

When electrics company WysePower started on site, Amanda – McLaren's Social Value Consultant – engaged with them to recruit one electrical apprentice and one plumbing apprentice. Carl Marsh, WysePower's Regional Manager, was impressed with how the candidates performed at interview, and offered five apprenticeships in electrical and plumbing.

HNC Student to Trainee Site Manager

In September, McLaren recruited Alex as a Trainee Site Manager. Alex took a HNC in Construction through day release at Solihull College.

Student Internships

McLaren also offered six-week duration internships for Construction Management students. Two students – Reece and Abdul – undertook an internship on site. Both found the placement very beneficial.

Abdul spent time shadowing different roles on site, including engineering, design, quantity surveying and site management. He commented that this opened his eyes to the different roles and maybe changed his career aspirations going forward.

Site Visits for Birminmgham City University

Early on in the development, McLaren engaged with Birmingham City University and offered site visits and talks. A mixed group of first-year, second-year and Masters Construction Management students also visited site in early May 2022.

Primary School Sustainability Visits

Throughout construction, McLaren had a close relationship with Rounds Green Primary School. Dave Newman, Project Manager, and Naomi Warr, Sustainability, gave sustainability talks to the whole school and launched the Bug House Design competition in October. This was followed through with class visits to site. The winners and their teams (two teams of five) came to the site to build the bug houses out of waste materials to encourage bio-diversity on site.

Black Country Wildlife Trust

McLaren also volunteered with Birmingham and Black Country Wildlife Trust and conducted a fundraising healthy eating cook-off with donations made to them.

Good News Story: Drake Circus

Drake Circus, Plymouth

During construction, 20 apprentices worked on Drake Circus mixed use shopping centre, completing over 869 training weeks.

20
Apprentices

869
Training Weeks





- There were **10** work experience placements including **6** secondary school pupils, **2** armed forces personnel and **2** university students.
- We hosted and supported **12** construction, and careers, information, advice and guidance events.
- We have enabled **2** McLaren site managers to gain NVQ's in site management with a local training provider and, in total, helped to qualify **21** people at NVQ Level 2 and above.
- We worked with the Career Transition Partnership, Plymouth, and the resettlement service for ex-service personnel to offer work experience placements. From this we have recruited Adam as a Trainee Site Manager working towards his HNC in Construction and the Built Environment.
- We hosted a total of **25** educational site visits, with **2** primary schools, **9** secondary schools, and **5** higher and further educational establishments, with a total of **344** learners taking part in these visits.





Social Value at Warrington and St Helens on our Omega Warehouse Builds

> *One of our Upper 6th students has applied for Architecture at University and hadn't ever considered Construction as a future, after spending a week with the incredible staff, seeing firsthand architect plans being created in front of his eyes, he feels his future options have much more depth and opportunity!*
>
> **Victoria Moran, Work Expereince Coordinator at Carmel College**

5+
High schools worked with

6
Career carousels attended

10+
Schools engaged with

238
Children engaged with

300+
Children worked with



Site Visit with our Construction Manager









At our high school events we ask: how many Sqm of glass in the Shard? The nearest wins a £10 amazon gift voucher!



Celebrating the King's Coronation on site









Give a Gift Christmas Appeal

McLaren Construction donated a bike to underprivileged young children who were unlikely to receive any Christmas gifts.

Hope House Day Centre

This charity provides invaluable support for anyone that is vunerable, at risk of homelessness and in financial crisis.

Our Community and Supply Chain Coordinator has given hours of volunteering to this centre, including during spare time and has built a close bond with the staff and the service users.