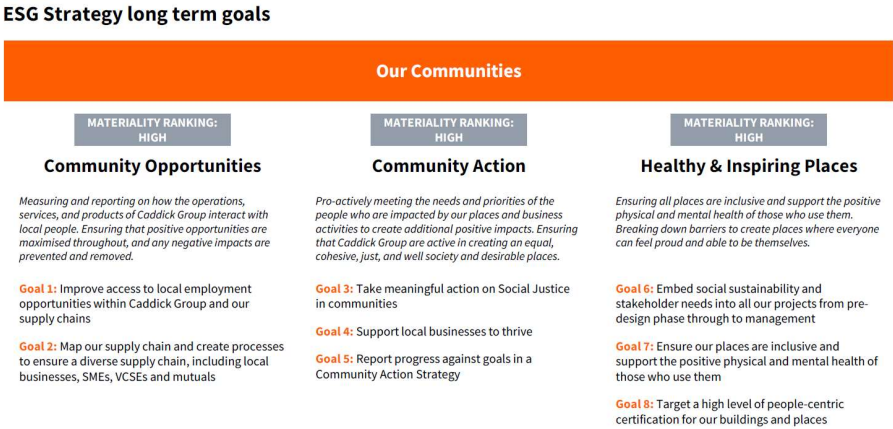


Local Benefit Proposal Plan

This plan is produced in response to the employers requirements and other statutory guidance and outlines our commitment to the local area should we be the successful contractor.

Caddick Construction recognise that people are at the heart of all we do and we are committed to ensuring the communities we work in are supported through embedding needs and priorities into our operations; indeed this forms some of the key priorities of our ESG Strategy as can be seen in the extract below.



We will seek to maximise the opportunity afforded by the Citylabs 4.0 project, and we set out the objectives, targets and monitoring intentions as follows..

The objectives behind the Local Benefit Proposal Plan can be defined as:

- To build partnerships between local authorities employment agencies, education and employers;
- To promote employment and skills enhancement opportunities for local people relating to jobs, apprenticeships and work experience programmes;
- To promote employment opportunities for local sub-contractors;
- To ensure a positive employment and educational legacy between the local community and the development.

Our Local Benefit Proposal Plan at Table 1 below sets out our intent in relation to local employment, community support and training on the Citylabs 4.0 Project which will be used to monitor and track outcomes and demonstrate impacts; we have extensive experience and capability in delivering such benefits, most recently at The Base Building Project in Manchester for Bruntwood Sci-Tech.

This Plan is developed by our CSR Manager Michelle Swarbrick in conjunction with our delivery team of Dave Burton and Pat Farnan to ensure it is practicable and deliverable. This includes reviewing the supply chain and we will schedule out the suppliers we intend using for each trade and focus on local contractors (see table 2 for example). It will be subject to Quarterly reviews with Manchester City Council and a Post Development Completion Review will be submitted, all in line with and in support of Bruntwoods "Undertaking to Manchester City Council" submitted during the Planning Stage

We are familiar with the National TOMs (Themes, Outcomes and Measures) and will use those (applicable) measures to monitor and report on the outcomes for Citylabs 4.0 (we utilise this for our reporting to Planetmark on an annual basis as part of our Carbon Footprint / Social Value Benchmarking).

Additionally, at Caddick Construction 100% of the payroll are being paid the Real Living Wage, with 97.6% being paid above the Real Living Wage. This is reviewed every April in line with the Real Living Wage review with a further merit review each September

What	Target	Action Plan	Tier
Directly Employed Staff	100% Tier 1 & 2	- From our base in Warrington, we will ensure all directly employed staff by Caddick Construction on the project, which includes Project/ Site Manager, Quantity Surveyor, Planner, Design Manager, General Foreman, Site Engineer, will come from the Tier 1 and Tier 2 area. - Additional project labour directly employed by Caddick Construction, such as Gateman/ Security, Cleaners and Labourers will come from the Tier 1 and 2 areas. - We will liaise with the MCC's Work & Skills Team, and MMU Employers & Recruiter regarding new job opportunities – allowing sufficient time to agree appropriate solutions.	Tier 1 = M1 to M15, M40. Tier 2 = Remaining M Postcodes Tier 3 = OL, WA, SK, WN, BL postcodes
Subcontractors	90% Tier 1 & 2 10% Tier 3	- In line with our Sustainable Procurement Policy we will use all reasonable endeavours to employ local contractors, sub-contractors within the Tier 1 & 2 area. - Relevant Employment and Skills conditions will be written into sub-contracts. - We will also appraise suppliers on the Manchester Community Central Website for suitable suppliers. - Briefing Sessions will be held with the supply chain advising that job vacancies are advertised through 'The Employer Suite' recruitment service, and MMU Employers & Recruiter to seek to attract local residents, specifying the Tier 1 and 2 postcode areas. - Caddick Construction would take part in Meet the Buyer events to meet local SME's.	Tier 1 = Manchester Area Tier 2 = North West Area Tier 3 = National
Suppliers	80% Tier 1 & 2	- In line with our Sustainable Procurement Policy we will use all reasonable endeavours to utilise local suppliers. - Relevant Employment and Skills conditions will be written into sub-contracts. - We will also appraise suppliers on the Manchester Community Central Website for suitable suppliers.	Tier 1 = Manchester Area Tier 2 = North West Area Tier 3 = National Tier 4 = International
Apprentices	20 Apprenticeships Undertaken on the Project	- Briefing Sessions will be held with the supply chain on the importance of apprenticeship opportunities, introducing the GM Apprenticeship hub as well as the GM Chamber of commerce Apprenticeship Share and promote their services to our supply chain. - Liaise with Manchester College, Trafford College, Warrington & Vale Royal College, UTC Warrington, Reaseheath College, regarding apprenticeships. - We will also audit on the project; how many existing apprentices are serving their apprenticeships with our supply chain on the project.	Tier 1 = M1 to M15, M40. Tier 2 = Remaining M Postcodes Tier 3 = OL, WA, SK, WN, BL postcodes
Local Charities		- We have previously given food donations to the Local Food Bank. We will continue to do so with food donations collected on the project. - We propose to agree with the client an agreed project nominated local charity to concentrate all efforts on such as material and labour donations as well as joint fundraising.	Tier 1 = M1 to M15, M40. Tier 2 = Remaining M Postcodes Tier 3 = OL, WA, SK, WN, BL postcodes

Table 1 – Local Benefit Target and Action Plan.

Package	Approx Value £	Local	Tier 2	Tier 3
		Trafford Area (M5, M16, M31, M32, M33, WA13, WA14, WA15)	Trafford/Greater Manchester	North West
Windows / Doors	1,200,000	21st Century Windows	Vitrine Aluminium	Ascot Architectural Glazing Limited, K2 Aluminium, LDG, Olympic Windows
Groundworks	930,997	PP O'Connor	Roswick, Westone,	Murraywood Construction Ltd, G R S Contractors Ltd
Demo	850,000	PP O'Connor	Frank O'Gara & Sons Ltd, Connell Bros Ltd, Vale Park Demolition	Forsnaw Demolition Limited
Metalwork	800,000	Ramsbottom Metalwork, KH FABRICATIONS	Sterling Fabs, JRS Fabrication Engineers Ltd	
Lift	654,000		Pickerings Lifts, Sheridan Lifts	Orona, Stannah, Kone
Steelwork	650,000		Bolton SteelStructures, G5m Industrial	Total Steelwork, Warrington Fabrications
Brickwork	586,197		Manchester Brickwork, Cara, J.Walker Brickwork, McCary Holdings, Profiles Brickwork	DKCC, S&K, PLF, Kinian, Keith Walton
PCC Items	568,200	ACP Concrete		Rightoast, FP McCann
M&E	450,000	Integrated MEP, Levertech	RD M&E, Central Electrical & Mechanical NW	
Paint / Dec	392,970	County Decorators Limited	SD Painting, Story Decorating Manchester, Broken Colour	
Scaffold	200,000	Heightsayfe Ltd, Urbanise Developments Limited		
Ceilings & Partitions	171,936	Cadman & Manpen, P&M Ceilings, CCF supplier		Archway,
Green Wall	107,164	I Want Plants		
Builderswork	105,900		Gould Access Diamond Drilling & Saw Cutting, National Drilling Services Ltd	
Utilities	62,500	National Energy Direct		
OOH allowance	60,000			
ProTech	55,803	Named Contractor Based in Nottingham		
White Lining	45,329	Prestonroadmarking		
Landscaping	41,029	Beech Landscape Developments Ltd		Ashlea,
Roofing	39,600	RR Cladding	Total Roofing & Cladding, SR Cladding	
Joinery	34,940		RW Joinery	RJC, DRP, JSJ
Barriers	32,930		ECY Armco	
Specialist S/C	32,500			
Roller Shutter	29,000		Rotec, ABC Industrial	
Tiling	20,076	MJ TILING SPECIALIST LTD		
Rendering	16,205	RS Rendering Specialists Ltd, Cheshire Plastering and Rendering		
Balustrade	15,588	Ramsbottom Metalwork, KH FABRICATIONS		
Piling	14,754		Rhino Piling, WL Piling	
Cleaning	11,628	Hamison Cleaning Specialists Ltd		
OCL Item	10,070			
Smoke Curtain	10,000		Rotec, ABC Industrial	
Fencing	6,820	Northern Fencing Ltd		
Soft Flooring	3,448	PK Flooring Ltd		
Screed	701	Cadman Screeding & Underfloor Heating		

Table 2 – Typical Example of Supply Chain Mapping