GRK Civils

Social Value Strategy & Policy

March 2025

Purpose

This policy provides an effective framework for realising our commitment to maintaining and wherever possible enhancing the social value we create in the communities we work within, both as a business and a contractor. Together, we can forge a path towards a brighter, more inclusive future for all.

Our Why

At GRK we firmly believe that our first step towards driving meaningful change is to educate our employees, supply chain and clients on the role we have in shaping the future of the construction industry. We acknowledge that to address social, environmental, and ethical challenges that occur, we must actively promote awareness and understanding among our employees by driving awareness through our company values.

We understand that in order for the construction industry to continue to grow, we must all play our part. We know how important it is, not just to deliver award-winning projects but to leave a lasting impact within the communities we work in.
From 2025, we have committed to delivering initiatives that align to our pillars and to those of our stakeholders, and creating real positive change across the country.

Monitoring & Reporting

We are transparent in our approach and delivery, and appreciate how important it is that we deliver what we have committed to. In respect of this, an annual ESG report will be made available annually which outlines our yearly targets and our achievements, giving an SROI across the business.

We also work in partnership with our clients, monitoring our outcomes and reporting them to key stakeholders on a regular basis.

Social Value Pillars

Building Careers for All

We believe that the strength of a workforce lies not only in its diversity but in its inclusivity. GRK recognises that each individual brings a unique set of experience, perspective, & skill, and it is our collective responsibility to harness this richness to create a truly inclusive workplace.

Our Approach:

- **Equal Opportunity Employment**: Implement both practices and policies to ensure equal employment opportunities, including recruitment and promotion regardless of gender, race, disability, sexual orientation or any other characteristic protected by law.
- **Supporting the Next Generation**: We will work with training providers to deliver construction workshops, demos and careers support, breaking down the barriers and stereotypes in the construction industry.
- **Good Health & Well-being:** To work with local organisations to focus on positive health and well-being both within our business and within the community.

Investing in Communities

GRK recognises that the strength of any community lies in the collective efforts of its members and the organisations that call it home. We are committed to supporting the communities which we deliver projects in and look forward to seeing the lasting impact we create.

Our Approach:

- **Charity Partnerships**: We commit to working in partnership with local charities and are keen to work with charities who support and work inline with our pillars. Our 2025 theme is homelessness and how we can work with organisations to support this outcome.
- **Community Engagement**: We will encourage and support our staff to take part in community and volunteering initiatives which benefit the local area.
- **Education & Skills**: We will work with local schools and colleges to educate, train and recruit the future workforce through apprenticeships and up-skilling.

Protecting the Environment

It is our responsibility to protect the environment for everyone around us, creating a more sustainable business and delivering environmental initiatives which create a better world for all.

Our Approach:

- **Green Volunteering**: We commit to working in partnership with local charities and are keen to work with charities who support and work inline with our pillars. Our 2025 theme is homelessness and how we can work with organisations to support this outcome.
- **Sustainable Operations**: We will encourage and support our staff to take part in community and volunteering initiatives which benefit the local area.
- **Environmental Partnerships**: We will work with local schools and colleges to educate, train and recruit the future workforce through apprenticeships and up-skilling.