

Social Value Policy

Introduction

At Linear Recruitment, we recognise the vital role social value plays in the successful delivery of our projects and the well-being of the communities we serve. Our operations have both direct and indirect social, economic, and environmental impacts, and we are committed to maximising positive outcomes wherever possible.

This policy outlines our approach to delivering, measuring, and continuously improving social value across all areas of our business. As a responsible organisation, we strive to leave a meaningful and lasting legacy by aligning our values and practices with the expectations of our stakeholders, including clients, employees, subcontractors, suppliers, local communities, and the environment.

All relevant social value policies and procedures, covering social impact, environmental sustainability, health and safety, employment, and ethics are communicated to our staff and reviewed regularly as part of our Management Review process to ensure compliance and drive continuous improvement.

Policy Scope

This policy applies across all departments, employees, teams, and business functions at Linear Recruitment. It governs our approach to delivering and enhancing social value through our operations, project delivery, and strategic decision-making.

The contents of this policy are reviewed annually by the Managing Director.

Our Social Value Commitments

We are committed to creating social value across, but not limited to, the following areas:

Local Business & Economy

- Providing services to local projects, ensuring our work benefits the areas in which we are active.
- Creating job opportunities for people living in the local and surrounding communities.
- Working with a diverse mix of suppliers, including smaller, independent businesses and emerging brands, alongside larger national providers.

Employment & Skills

- Providing work experience placements for students from local schools and colleges.
- Collaborating with local universities for graduate recruitment and careers events.
- Investing in training and development to support employee progression.
- Promoting inclusive recruitment practices and removing barriers for disadvantaged groups.
- Upholding our Modern Slavery Statement and partnering with Stronger Together to strengthen our approach.
- As members of the 5% Club, encouraging apprenticeship enrolment and hiring through apprenticeship schemes.

Community Engagement

- Delivering volunteer initiatives that benefit communities across England.
- Supporting local charities through annual fundraising events.
- Promoting health and wellbeing through organised team sports and extended lunch breaks for exercise.
- Sponsoring local sports teams to support grassroots clubs.

Environment

- Measuring and reporting on our carbon footprint annually, with a focus on reduction.
- Transitioning our company vehicle fleet to fully electric.
- Operating a cycle-to-work scheme available to all staff.
- Offering hybrid working models to reduce commuting and enhance flexibility.
- Locating offices centrally to ensure accessibility via public transport.
- Recycling paper in all offices and transitioning to a paperless weekly payroll.

Governance & Communication

We will monitor and evaluate our social value performance through:

- Internal reporting tools that track progress and identify areas for improvement, particularly around environmental impact.
- Regular project reviews, staff engagement sessions, and supplier feedback.
- Quantitative indicators (eg, jobs created, volunteering hours, local expenditure) and qualitative outcomes (eg, community impact stories, stakeholder feedback).

We will communicate our social value activity:

- Internally: via team briefings, internal reports, and management reviews.
- Externally: through client updates, tender submissions, and annual reports.

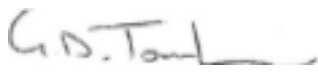
Additionally, we will share achievements through our website and social media to celebrate and broaden our impact.

Stakeholder Engagement

We will actively engage with employees, local communities, clients, and suppliers to understand their needs and ensure their voices inform our decision-making. Open communication will be encouraged through regular meetings, feedback channels, and staff engagement activities.

Through ongoing dialogue, collaborative initiatives, and transparent operations, we hope to build strong relationships that help us deliver long-term, positive impact in the communities we serve.

Signed:

A handwritten signature in blue ink, appearing to read 'G.D. Tomkins'.

Name: Gareth Tomkins, Managing Director

Date: 08/07/2025