

R&M POLICY · ENVIRONMENT AND SOCIAL VALUE

Social Value Policy

R&M Property Group Ltd

Document	RM-EN-08
Version	1.0
Issued	01.07.2026
Approved by	Thom McKenna, Director
Website issue	22 October 2026

R&M Property Group Ltd

1. Policy Statement and Purpose

R&M Property Group Ltd is committed to delivering measurable social value through every project we undertake. This policy sets out how we will embed social value into our operations, supply chain, and community engagement, across all public sector frameworks on which R&M is appointed, in alignment with the PPN 002 Social Value Model, the Procurement Act 2023, and the framework's own framework requirements including the six-point Ethical Procurement Plan and construction mental health charities.

Social value is not a peripheral benefit or an afterthought to our commercial objectives. It is integral to how R&M Property Group Ltd delivers projects, manages its workforce, selects its supply chain partners, and engages with the communities in which we operate. This policy applies to all directly employed staff, all subcontractors and suppliers engaged through the framework, and all projects delivered under Direct Appointment and Further Competition call-off procedures.

This policy will be a living document. It will be reviewed annually by the Board of R&M Property Group Ltd and updated within 60 days of any material change in legislation, Government procurement policy, or framework requirements. All revisions will be communicated to the contracting authority and recorded on the relevant framework platform.

2. Scope and Framework Alignment

This policy is structured around the three PPN 002 Policy Outcomes commonly assessed in public sector framework quality evaluations:

- **Policy Outcome 1 - Fair Work (Question 2a, 5% weighting):** Identifying and managing the risks of modern slavery in the contract workforce and supply chain, ensuring fair wages and ethical employment practices throughout.
- **Policy Outcome 4 - Sustainable Procurement (Question 2b, 3% weighting):** Influencing staff, suppliers, customers, and communities to support climate and nature protection and improvement through structured engagement, education, and operational change.
- **Policy Outcome 8 - Health and Wellbeing (Question 2c, 2% weighting):** Supporting the physical and mental health and wellbeing of the contract workforce, increasing productivity through a culture of care, prevention, and early intervention.

In addition to the PPN 002 Policy Outcomes, this policy addresses the social value metrics tracked through framework KPI collection dashboards, which typically require per-project reporting of work placements, apprenticeships, safeguarded jobs, and new jobs created - each reported at forecast, enabled, and completed stages. R&M Property Group Ltd will report these metrics via the framework's Loop social value measurement platform and through the framework KPI Dashboard, ensuring full transparency and data integrity.

R&M Property Group Ltd is committed to delivering against each of these outcomes through specific, measurable, and time-bound commitments detailed in the accompanying method statements and project plans for Questions 2a, 2b, and 2c.

3. Governance and Accountability

Effective social value delivery requires clear lines of accountability and senior-level commitment. R&M Property Group Ltd will establish the following governance structure within one month of framework appointment, operational from the anticipated framework commencement date of 19 October 2026:

- **Board-level Oversight:** The Board of Directors at R&M Property Group Ltd will receive quarterly social value performance reports and will approve the annual social value delivery plan, budget allocation, and any material changes to this policy.
- **Named Social Value Leads: A named individual at senior management level will be appointed with direct accountability for each Policy Outcome: a Modern Slavery Lead (Policy Outcome 1), a Sustainability Lead (Policy Outcome 4), and a Health and Wellbeing Lead (Policy Outcome 8). The lead will have authority to allocate resources, set operational policy within their area, and report performance to the Board and to the framework provider. Their identities will be communicated to the contracting authority within one month of appointment.**
- **Project-level Delivery: Every project awarded under the framework will have a designated Social Value Coordinator responsible for collecting data, logging hours and outcomes on the relevant social value platform, completing framework KPI dashboards, and ensuring that social value commitments are integrated into project delivery plans from pre-construction through to handover and defects.**
- **Supply Chain Cascade:** All subcontractors and supply chain partners engaged through the framework will be contractually required to comply with this policy and to provide data and evidence to support R&M Property Group Ltd's social value reporting obligations. Social value performance will be a standing agenda item in all subcontractor performance reviews and will be weighted within our approved supplier evaluation framework.

4. Policy Outcome 1 - Fair Work and Modern Slavery

R&M Property Group Ltd takes a zero-tolerance approach to modern slavery, forced labour, debt bondage, and all forms of labour exploitation. Construction and property maintenance remain among the highest-risk sectors in the United Kingdom due to fragmented supply chains, reliance on subcontracted and agency labour, and seasonal demand fluctuations. Our approach extends beyond statutory compliance with the Modern Slavery Act 2015 to embed a culture of vigilance, transparency, and proactive intervention.

4.1 Risk Assessment and Due Diligence

Within three months of framework commencement, we will implement a structured risk assessment model aligned with PPN 009, categorising every supply chain partner as low, medium, or high risk across six dimensions: industry sector, workforce composition, geographic location, operating context, commodity type, and business model. A live risk register will be maintained, reviewed quarterly by the Modern Slavery Lead, and made available to the framework provider and the contracting authority upon request.

All prospective supply chain partners will complete a modern slavery self-assessment at pre-qualification. Contractual safeguards embedded in every subcontract will include explicit prohibitions on forced, bonded, or trafficked labour; requirements for written terms of employment in the worker's language; a ban on retention of identity documents and charging

of recruitment fees; and a contractual right for R&M to conduct unannounced inspections and worker welfare interviews.

4.2 Training, Reporting, and Fair Wages

Mandatory modern slavery awareness training will be delivered to 100% of our directly employed workforce within six months of framework commencement. All subcontractors will be required to evidence equivalent training. We will establish confidential multilingual reporting channels, including a dedicated reporting line and trained welfare champions on every project with a labour force exceeding ten workers. All workers on framework projects, including those employed by subcontractors, will be paid at least the Real Living Wage as defined by the Living Wage Foundation, verified through payroll spot-checks during supply chain audits.

We will conduct a minimum of two planned supply chain audits per annum targeting medium and high-risk partners, covering payroll records, working hours, accommodation arrangements, and right-to-work documentation. Persistent or serious non-compliance will lead to suspension or removal from our supply chain. R&M Property Group Ltd will register with the Supply Chain Sustainability School and will participate in any modern slavery working groups convened under the framework.

5. Policy Outcome 4 - Sustainable Procurement

R&M Property Group Ltd recognises the construction sector's significant contribution to the United Kingdom's carbon emissions, resource consumption, and waste generation. Our commitment is to influence the behaviours, practices, and standards of our staff, supply chain, clients, and communities so that climate and nature protection becomes embedded in everyday project delivery.

5.1 Staff Engagement and Carbon Literacy

Within six months of framework appointment, we will deliver accredited Carbon Literacy Training to 100% of directly employed staff. A Green Champions programme will be established on every active project site, with each champion trained in waste hierarchy principles, energy-efficient practices, water conservation, biodiversity awareness, and low-embodied-carbon material identification. Environmental topics will be integrated into regular toolbox talks, seasonal awareness campaigns, and internal recognition schemes. Staff engagement surveys will include environmental questions to shape future priorities.

5.2 Supply Chain Influence

All R&M Tier 1 subcontractors and key material suppliers will complete an environmental self-assessment within six months of framework commencement. Every new subcontract tender will include weighted environmental criteria. Contractual requirements will mandate site waste management plans, minimum recycled content specifications, and a commitment to the waste hierarchy. We will target a waste diversion rate of 95% or above across all framework projects. An annual supply chain sustainability review will engage our top suppliers by spend in structured dialogue, sharing anonymised benchmarking data and identifying collaborative opportunities to reduce emissions and waste.

5.3 Carbon Reduction and Nature

Within three months, we will establish a carbon baseline covering Scope 1 and 2 emissions from our directly controlled operations together with key Scope 3 emissions from materials,

waste, and subcontractor activity. Annual reduction targets will be set in line with credible decarbonisation pathways and reported through our Carbon Reduction Plan (PPN 006). Our MMC construction approach is central to this commitment - by manufacturing precision-engineered components off-site, we significantly reduce material waste, transport emissions, and on-site energy consumption compared to traditional methods. We will actively integrate nature-based solutions, biodiversity net gain (mandatory 10% minimum under the Environment Act 2021), and ecological enhancements including bird and bat boxes, pollinator-friendly planting, green roofs, sustainable drainage features, and rain harvesting systems into our projects wherever feasible.

5.4 Community and Customer Engagement

We will deliver a minimum of two community environmental engagement events per year across the framework, including school and college workshops on green construction careers, community planting days, site open days, and neighbourhood clean-up events. All community engagement hours will be logged and reported quarterly against the PPN 002 Standard Reporting Metric for environmental influence. Qualitative outcomes will be captured through participant feedback and case studies reported via the relevant social value platform.

6. Policy Outcome 8 - Health and Wellbeing

R&M Property Group Ltd recognises that the health and wellbeing of our workforce is fundamental to safe, productive, and sustainable project delivery. Construction remains one of the highest-risk sectors for both physical injury and mental ill health. Our approach is aligned with the Mental Health at Work Commitment, the Mates in Mind tiered training framework, and construction mental health charities.

6.1 Mental Health: Leadership, Training, and Support

Within three months, we will formally adopt the Mental Health at Work Commitment, embedding its six standards into company policy. We will register with Mates in Mind and implement their tiered training framework. Within six months, Mental Health First Aiders will be trained across our workforce at a minimum ratio of one per 25 workers, supported by monthly peer briefings and annual refresher training. Mental health awareness training will be delivered to 100% of directly employed staff. A confidential 24/7 Employee Assistance Programme will be established and promoted through site inductions, multilingual signage, and regular toolbox talks. We will actively support construction mental health charities by participating in its initiatives, sharing best practice, and contributing data on workforce wellbeing outcomes.

6.2 Physical Health and Workplace Safety

From month six, annual health screenings will be offered to 100% of our workforce covering blood pressure, cholesterol, BMI, respiratory function, musculoskeletal assessment, and hearing and vision. Site-based wellbeing initiatives - including toolbox talks, breakfast drop-in sessions, physical activity encouragement, nutritional guidance, and smoking cessation support - will be delivered at a minimum frequency of one per site per month. Risk assessments will address psychosocial hazards alongside physical risks, and welfare facilities will meet or exceed CDM 2015 standards.

6.3 Supply Chain Extension

From month six, all new subcontracts issued under this framework will include requirements for subcontractors to demonstrate their own health and wellbeing provision. Where subcontractors lack formal provision, we will share resources, training materials, and access to Mates in Mind to support capability development. All hours spent delivering health and wellbeing activities will be logged quarterly against PPN 002 Standard Reporting Metric 8ai and reported via the relevant social value platform.

7. Employment, Skills, and Local Economic Impact

In line with framework KPI dashboard requirements, R&M Property Group Ltd will forecast, enable, and report on the creation of work placements, apprenticeships, safeguarded jobs, and new jobs for every project awarded under this framework. We will target a minimum of one apprenticeship placement per £1 million of project value and will prioritise recruitment from local communities, working with local colleges, training providers, and Jobcentre Plus to identify candidates from underrepresented groups and areas of economic disadvantage.

We will support the public sector SME agenda by actively engaging small and medium-sized enterprises within our supply chain, providing mentoring, prompt payment within 30 days of valid invoice, and practical support to help SMEs build their capacity and compete for future framework opportunities. Employment and skills data will be reported at forecast, enabled, and completed stages via framework KPI dashboards and through Loop.

8. Ethical Procurement and Framework Alignment

R&M Property Group Ltd fully endorses and will comply with the ethical procurement requirements of every framework we work under. We commit to prompt and fair payment practices, transparent subcontracting arrangements, ethical sourcing of materials, the elimination of exploitative employment practices, environmental responsibility, and community engagement. Our procurement decisions will consider social value alongside technical capability and price, ensuring that the organisations we work with share our values and standards.

We will use each framework's digital platforms for framework management, social value measurement and reporting, and contract administration to ensure that our social value commitments are tracked, evidenced, and transparent to the contracting authority and client organisations at all times. Performance against social value KPIs will form part of our framework performance reviews as outlined in the Framework Agreement Terms and Conditions.

9. Monitoring, Reporting, and Continuous Improvement

R&M Property Group Ltd will monitor social value delivery through a comprehensive suite of metrics aligned with the PPN 002 Standard Reporting Metrics and framework KPI dashboards. The following table sets out the key performance indicators that will be tracked and reported throughout the framework:

Metric	Reporting Frequency	Data Source
Work placements created (number and value)	Per project, quarterly	Loop + KPI Dashboard
Apprenticeships started and completed	Per project, quarterly	Loop + KPI Dashboard
Jobs safeguarded (number and value)	Per project, quarterly	Loop + KPI Dashboard
New jobs created (number and value)	Per project, quarterly	Loop + KPI Dashboard
Modern slavery training completion rate	Quarterly	Internal records
Supply chain audits completed and findings	Annually	Audit reports
Carbon emissions (tCO2e) - Scope 1, 2, key Scope 3	Annually	Carbon baseline / CRP
Waste diversion rate (%)	Per project	Site waste management plans
Hours spent on health and wellbeing delivery (Metric 8ai)	Quarterly	Loop
Hours influencing stakeholders on environmental protection	Quarterly	Loop
MHFA-trained individuals deployed	Quarterly	Training records
Community engagement events delivered	Annually	Event logs / Loop
Area of habitat created or enhanced (m^2)	Annually	Project reports

An annual social value performance report will be compiled and submitted to the framework provider and the contracting authority, covering all metrics above together with qualitative case studies, lessons learned, and improvement targets for the year ahead. R&M Property Group Ltd will participate in any social value working groups or forums convened under the framework and will monitor legislative, regulatory, and best-practice developments, updating this policy within 60 days of any material change.

10. Summary of Commitments by Policy Outcome

Policy Outcome	Key Commitments	Delivery Window
Fair Work (5%)	Appoint Modern Slavery Lead; risk-assess 100% of supply chain against PPN 009; embed anti-slavery clauses in all subcontracts; train 100% of workforce; establish confidential reporting channels; conduct minimum 2 supply chain audits per annum; verify Real Living Wage compliance.	Months 1-12
Sustainable Procurement (3%)	Appoint Sustainability Lead; baseline Scope 1, 2 and key Scope 3 carbon emissions; deliver Carbon Literacy Training to 100% of staff; launch Green Champions on every site; embed weighted environmental criteria in all subcontract tenders; achieve 95% + waste diversion; deliver minimum 2 community environmental events per year; integrate biodiversity enhancements into projects via our MMC construction approach.	Months 1-12
Health and Wellbeing (2%)	Appoint Health and Wellbeing Lead; adopt Mental Health at Work Commitment; register with Mates in Mind; train MHFAs at 1:25 ratio; deliver mental health awareness training to 100% of staff; establish 24/7 EAP; launch monthly site wellbeing initiatives; offer annual health screenings; extend standards to supply chain; support construction mental health charities.	Months 1-12

Policy Approval

This policy has been approved by the Board of R&M Property Group Ltd and is effective from the date of framework appointment.

Name:	Thom McKenna
Position:	Director / Owner
Date Approved:	01.07.2026
Next Review Date:	01.07.2027