Social Value Policy

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1. Purpose

This policy outlines Causeway Technologies' commitment to delivering measurable **social, economic, and environmental impact** through our business operations, products, and partnerships. Our approach ensures that our contributions apply across **both public and private sectors**, recognising that Social Value is created not only through large-scale infrastructure projects but also via **SMEs, local authorities, and private sector businesses**.

2. Scope

This policy applies to all UK **Causeway operations, employees, suppliers, and partners**. It integrates with procurement and partnership strategies to ensure that Social Value is embedded throughout our supply chain and service delivery.

3. Our Vision

To harness innovative technology to transform the built environment sector, creating positive impact for **communities, workers, and the environment** while enabling our customers to achieve their **social value objectives and sustainability goals**.

Technology-Enabled Impact

- **Digital Skills & Future Talent**
  - 500+ young people annually engaged in **Computer Science Masterclasses** through our Royal Institution partnership.
  - 50% participation from underrepresented groups.
  - Supporting customers' **digital transformation and workforce skills development**.

- **Construction and Maintenance Industry Wellbeing**
  - **Mindflow partnership** supporting 100,000 construction and maintenance workers by 2027.
  - Digital solutions for **safer, healthier worksites**.
  - Supporting **industry-wide mental health initiatives**.
  - Technology-driven **stress reduction via administrative automation**.

- **Environmental Innovation**
  - **CausewayOne platform** enables customer **carbon reduction**.
  - Supporting **zero-waste programme** implementation by 2027.
  - Commitment to **carbon neutrality in operations by 2028**.
  - Enhancing customers' **sustainability reporting and compliance capabilities**.

- **Building an Inclusive Industry**
  - **Creating pathways into tech careers** for underrepresented groups.
  - Ensuring **equal career progression opportunities for all employees**.
  - Promoting **inclusive hiring and leadership development**.

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- *Partnership Approach*
  - **Collaborate with customers** on shared **social value objectives**.
  - **Support local communities** through joint projects.
  - **Share best practices and learnings** across our networks.
  - **Combine resources** with industry partners to drive larger-scale transformation.

- *Measuring Success*
  - **Annual impact assessments**.
  - **Independent verification of social value commitments**.
  - **Regular stakeholder engagement** to refine and optimise impact reporting.

4. Policy Statement

Causeway Technologies is committed to embedding Social Value creation across our business, measuring our impact, and continuously improving our contribution to society. User access Physical access controls

5. Commitments and Targets

5.1. Digital Skills and Innovation (In Partnership with the Royal Institution)

- Deliver **500 Computer Science Masterclasses** annually through our Royal Institution partnership.
- Target **50% participation** from underrepresented groups in educational programmes.
- Support **50 future tech leaders** annually through mentoring programmes.
- Achieve **40% female participation** in tech programmes by 2027.

5.2. Mental Health and Wellbeing

- Support **100,000 construction and maintenance workers** through the Mindflow charity by 2027.
- Deliver **regular mental health awareness training** for all employees and continue to provide mental health first aider training.

5.3. Local Economic Development

- Double procurement spend with **SMEs within 25 miles of our offices** within three years.
- Create **apprenticeship opportunities targeting local youth**.
- Support **local digital skills development through educational partnerships**.
- Match employee fundraising for local causes up to **£500 per initiative**.

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5.4. Environmental Stewardship

- Achieve **carbon neutrality** in operations by 2028.
- Establish a **zero-waste programme** by 2027.
- Enable **customer carbon reduction** through our technology solutions.
- Transition to **100% renewable energy** in our offices (where supplier control allows) by 2026.
- Promote **EV and hybrid vehicle salary sacrifice schemes**, ensuring accessibility for **both private vehicle owners and businesses**, while supporting broader **government-led efforts to increase public transport adoption**, including solutions for **bus route planning, rail replacement services, and transport optimisation**.

5.5. Diversity and Inclusion

- Foster an inclusive work environment that ensures **equal opportunities for women and underrepresented groups** at all levels.
- Establish and support **Employee Resource Groups (ERGs) e.g. Women in Tech**.
- Continue to support professional and management development through provision of live and on-demand training and budget support
- Create learning pathways and career frameworks across our technical groups to articulate progression and career opportunities for all

6. Additional Social Value Contributions

6.1. Integrated Social Value Model

Causeway incorporates best practices from its portfolio to enhance our impact:

- **Direct Benefits:** Enhancing road safety by reducing collisions, providing clear navigation aids, and optimising road space usage.
- **Indirect Benefits:** Supporting local economies by reducing congestion, making streets safer, and lowering emissions. These benefits contribute to community well-being and economic sustainability.

6.2. Infrastructure Business Unit Contributions

Much of what we sell in the **Infrastructure BU** has significant **societal benefits**. Software such as **Causeway one.network** enables:

- **Safer journeys** through enhanced traffic management and planning.

- **Reduced travel time and congestion**, improving local economic activity.

- **Lower greenhouse gas emissions** by optimising roadworks and transportation flows.

- **Greater citizen engagement**, allowing local authorities to better quantify and report Social Value impact—often reaching into **millions of pounds in savings and improvements**.

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7. Alignment with the Social Value Portal (TOMS Model)

Causeway Technologies aligns with the **Social Value Portal's TOMS framework**, ensuring that our initiatives contribute to its four key themes:

- **Work** – Providing opportunities through apprenticeships, mentoring programmes, and tech career pathways.
- **Economy** – Driving inclusive growth via SME procurement, digital skills investment, and local economic support.
- **Community** – Empowering communities through mental health initiatives, wellbeing support, and digital transformation.
- **Planet** – Supporting environmental stewardship with carbon neutrality goals, waste reduction, and public transport optimisation solutions.

By aligning with the TOMS model, we ensure that our Social Value contributions are **measurable, reportable, and aligned with best practices in the public and private sectors**.

8. Governance

8.1. Oversight

- **ESG Steering Committee** to conduct annual reviews.
- **Board-level reporting** through the Vice President of ESG.
- Integration with **business unit planning**.
- Annual policy review and refinement.

8.2. Measurement & Reporting

- **Annual social value impact assessments**.
- **Annual public reporting** to stakeholders.
- Regular **stakeholder engagement** to ensure transparency.

9. Review

This policy will be reviewed **annually** by the ESG Steering Committee and updated as necessary to ensure continued alignment with business priorities and industry standards.

10. Document Control

Date of Revision	Version	Description	Author
13/02/2025	V1.0	New Policy	Emma Mulqueeny
04/03/2025	V1.1	Minor amendments	Emma Mulqueeny
06/03/2025	V1.2	Policy approved by Exec	Emma Mulqueeny

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