

## **SOCIAL VALUE POLICY**

Lencon Construction Ltd. (LCL)'s purpose is to improve people's lives by creating connected, sustainable infrastructure that enables people and the planet to thrive. Much of our work inherently creates social value, directly supporting the Governments levelling up agenda, however it is essential that our solutions deliver social value for money for our clients and are relevant to the needs of our local communities.

To ensure we consistently deliver the right social outcomes, all contracts must have a legacy or social value plan based on the needs of the community, setting out what and how social value will be created. Our processes and procedures are aligned with the best practice guidance of our Client and we use sustainable procurement as a vehicle to maximising outcomes within our value chain.

LCL is committed to supporting the Government's 'Levelling up' agenda and is prioritising social outcomes that align with the themes of the Government's social value model:

- COVID-19 recovery
- Create new jobs, and opportunities
- Increase supply chain resilience
- Stewardship of the environment
- Reduce the disability employment gap
- Tackle workforce inequality
- Improve health and wellbeing
- Improve community integration

LCL has long-standing partnerships with community and charitable organisations, whose collaboration is crucial to ensuring outcomes and initiatives are sustainable. Any new partnerships must align with the priority themes and support the generation of social value over the longer-term.

We have an agnostic stance on measurement and reporting tools to ensure we can best support the specific requirements of our clients. Where any monetised social value is claimed, the data must be verifiable, robust and only used when presented with relevant context. Data collected for social value reporting must be done so in accordance with GDPR and LCL's data protection policy.

This policy covers all Lencon Construction Ltd. activities and will be reviewed annually to ensure its effectiveness and continual improvement.

Signed: 

**S Lennon** (Director)

Date: 01.01.2024

## **DRUGS & ALCOHOL POLICY**

Lencon Construction Ltd.(LCL) recognises the importance of maintaining a healthy and productive workplace through the highest standards of safety and employment practice, and the reduction of risk in all its areas of activity. This policy is a declaration of the Director intent to provide a safe and healthy working environment free from the inappropriate use of alcohol and drugs in all LCL undertakings.

LCL recognises that the use of illegal drugs, misuse of legal drugs (including solvents) and the abuse of alcohol can impair job performance at work and can be a serious threat to safety, health, productivity, and the environment.

All LCL staff, sub-contractors, staff and labour agencies, consultants and any of their employees are required to comply with this policy when providing services at LCL locations or on LCL business. LCL will ensure that they are made aware of this policy as part of its induction and communication procedures. In addition, LCL will ensure that any employee who voluntarily declares a drug, alcohol or substance related addiction or habit is provided with the appropriate advice and support.

No member of the LCL staff, workforce or subcontractors, labour agencies, consultants and any of their employees shall:

- Report for duty under the influence of alcohol or illegal drugs, or the misuse of legal drugs (including solvents)
- Consume alcohol or illegal drugs, or misuse legal drugs (including solvents) whilst on duty.

LCL reserves the right to test 'with cause' if any of the above characteristics are suspected. In addition, LCL will, subject to any overriding client restrictions, carry out:

- mandatory drugs & alcohol testing at induction, and
- random testing

at any of its sites and offices.

All those engaged to work with LCL on a site with specific client requirements are expected to comply fully with the provisions and working practices on that site including any additional client specific requirements, e.g., Network Rail.

All Lencon Construction Ltd. activities will be carried out with proper regard for this policy and associated procedures.

Any worker who refuses to undertake a test or receives a positive test result will be considered to be in breach of this Policy and will be excluded from their place of work. Any person so excluded may be refused access to any LCL site/office in the future.

Any LCL employee found to be in breach of this policy will be liable to disciplinary action which may ultimately result in dismissal. Any employee engaged by a subcontractor or through agencies or consultancies found to be in breach of this Policy will be subject to parent company disciplinary procedures following their exclusion from the LCL site/office.

Signed:



Date: 01-01-2024

**S Lennon** (Director)



## **MODERN SLAVERY AND HUMAN TRAFFICKING POLICY**

Lencon Construction Ltd.(LCL) is committed to preventing unethical labour practices occurring in any part of our business operations or in any part of our supply chain. The Policy applies to all LCL employees as well as, suppliers and joint venture partners, who must ensure that their businesses and supply chains worldwide work to our highest ethical standards and comply with this Policy.

LCL will take steps to ensure that labour abuses including, modern slavery and human trafficking are not taking place in our operations or in that of our supply chain.

We will ensure that:

- Any reports of labour abuses will be quickly and sensitively investigated, with the protection of victims being paramount. Investigations will be conducted in full cooperation with the police and/or Gangmasters and Labour Abuse Authority (GLAA).
- All recruitment is carried out in a fair and transparent manner and will comply with relevant legislation and standards.
- Suppliers will be expected to comply with the Immigration, Asylum and Nationality Act 2006.
- LCL will take a partnership approach with regards to working with its suppliers to combat the threat of modern slavery and human trafficking across its sectors and all the industries in which it operates.
- LCL will train appropriate staff to understand the risks and issues surrounding modern slavery and human trafficking, including how to identify it and appropriate measures to prevent it.

All employees have an individual responsibility to ensure compliance with this Policy, including being alert to the risk of such unlawful practices and reporting anything suspicious. Any concerns may be reported to the Director confidentially.

Modern Slavery and human trafficking are serious criminal offences and a violation of fundamental human rights. Any violation or breach of this Policy or the Modern Slavery Act by an employee will result in disciplinary action, up to and including dismissal in appropriate circumstances. In addition, LCL will notify the relevant authorities of an individual or a supplier's contravention of the Act.

This Policy will be reviewed annually to ensure that it reflects current legislation and regulations.

Signed:



Date: 01.01.2024

**S Lennon (Director)**