CADMAN CONSTRUCTION LTD

SOCIAL VALUE & ESG POLICY October 2026

Cadman Construction is committed to delivering sustainable social, economic and environmental benefits through its construction activities, positively impacting the communities in which we live and work, creating legacy beyond project completion.

As an established main contractor with over 90 years' experience, we recognise our responsibility to deliver more than highquality buildings. We seek to create employment and skills opportunities, support local businesses/colleges, protect the environment and improve the wellbeing of our employees, supply chain partners and wider communities.

Our Social Value and ESG undertaking provides a structured approach to embedding responsible business practices throughout our operations and project delivery, aligned with the Public Services (Social Value) Act 2012, Procurement Act 2023 and relevant public sector procurement requirement KPIs.

Cadman Construction commits to:

- Operate transparently, ethically and responsibly, maintaining accountability to our clients, employees, supply chain and communities
- Maximise positive social and economic outcomes through local employment, apprenticeships, training and community engagement
- Work collaboratively with clients, micro-SMEs, education providers, charities and community organisations to deliver measurable social value
- Minimise environmental impacts through responsible procurement, waste reduction, efficient resource use & carbon reduction plan (CRP)
- Promote equality, diversity, inclusion (EDI) fair employment practices and employee wellbeing
- Embed social value and sustainability considerations throughout the project lifecycle,from pre-construction to completion and beyond

Our approach is structured around three pillars: Social, Economic & Environmental, supported by clear governance, measurable objectives and Continuous Improvement.

Pillar 1: Social – Supporting People and Communities

Cadman Construction recognises that construction projects provide valuable opportunities to strengthen communities, improve social mobility and enhance quality of life.

We commit to:

- Support local charities, voluntary organisations, community groups and social enterprises, prioritising initiatives aligned with the needs of the communities where we operate
- Engage with schools, colleges and training providers to promote careers in construction through careers events, site visits, work experience and mentoring
- Create opportunities for young people and individuals facing barriers to employment, including those from disadvantaged or underrepresented backgrounds including being a signatory to the Armed Services Covenant
- Promote physical and mental wellbeing across our workforce and supply chain, embedding a positive and supportive working culture
- Maintain safe and healthy workplaces through our ‘No Surprises Zero Harm’ approach, supported by our ISO-accredited management system
- Encourage employee volunteering, fundraising and participation in community improvement initiatives, suggesting charities internally
- Engage proactively with residents, building users and local stakeholders to minimise disruption and maximise positive outcomes during construction

Social value opportunities will be identified at the earliest project stages and developed collaboratively with clients to ensure commitments are relevant, proportionate and achievable.

Pillar 2: Economic – Creating Opportunities and Sustainable Growth

Cadman Construction is committed to supporting sustainable local economies by creating employment opportunities, developing skills and building resilient supply chain partnerships.

We commit to:

- Safeguard existing employment and create new employment and apprenticeship opportunities wherever commercially and operationally feasible
- Invest in workforce development through structured training, professional qualifications, continuing professional development and career progression
- Work with local schools, further education colleges and employment organisations to develop pathways into construction
- Promote fair recruitment, equality of opportunity and inclusive employment practices.
- Prioritise engagement with competent local SMEs and specialist subcontractors, providing fair opportunities to compete for work
- Support supply chain partners through collaboration, early engagement, knowledge sharing and continuous improvement
- Promote fair and prompt payment practices, monitoring payment performance and addressing issues proactively
- Maintain ethical procurement practices, including due diligence relating to financial standing, competence, modern slavery and responsible employment

Through our supply chain management processes, we aim to maximise the proportion of project expenditure retained within local and regional economies while maintaining quality, safety and value for money.

Pillar 3: Environmental – Protecting Resources and Reducing Impact

Cadman Construction recognises the construction industry's responsibility to reduce environmental impacts, improve resource efficiency and contribute to the transition towards a low-carbon economy.

We commit to:

- Reduce greenhouse gas emissions across our operations and supply chain, supporting the UK's national Net Zero 2050 ambition
- Monitor energy consumption, transport, waste and material use to identify opportunities for measurable environmental improvements
- Apply the waste hierarchy of prevention, reuse, recycling, recovery and responsible disposal.
- Promote sustainable construction materials, responsible sourcing and resource-efficient design and delivery solutions
- Work collaboratively with designers, clients and subcontractors to identify opportunities for reduced embodied carbon and improved whole-life building performance
- Prevent pollution, protect biodiversity and minimise impacts on surrounding communities.
- Encourage supply chain innovation, including modern methods of construction, digital technologies and low-carbon alternatives where appropriate
- Embed environmental awareness through workforce training, site management processes and regular performance reviews

Environmental objectives will be established at project level and monitored throughout construction to support continual improvement.

Governance, Accountability and Ethical Business

Cadman Construction recognises that effective governance is essential to delivering responsible and sustainable business outcomes.

Our Managing Director, Stuart Cadman, has ultimate responsibility for ensuring that social value, environmental performance and ethical business practices are embedded throughout the organisation.

Our approach is supported by ISO 9001/14001/45001 management systems, providing structured processes for quality, environmental management, occupational health and safety, monitoring and continual improvement.

We commit to:

- Maintain a zero tolerance approach to modern slavery, human trafficking, bribery, corruption and unethical business practices
- Conduct appropriate supply chain due diligence and promote compliance with the Modern Slavery Act 2015
- Maintain responsible information management and data protection practices in accordance with UK GDPR and the Data Protection Act 2018
- Promote equality, diversity and inclusion throughout our employment and procurement practices
- Review ESG risks, opportunities and performance through established management and governance processes
- Maintain open and transparent communication with employees, clients, suppliers and other stakeholders

Measurement, Monitoring and Reporting

Cadman Construction recognises that meaningful social value requires measurable outcomes rather than simply recording activities.

We will establish proportionate project-specific social value objectives, aligned with client priorities, contract requirements and relevant national frameworks, including the National TOMs Framework where appropriate.

Our performance measures will include:

Social Value Area	Performance Measures
Employment & skills	Local jobs, apprenticeships, work placements and training hours
Local economic growth	SME engagement, local procurement expenditure and prompt payment
Community investment	Volunteering hours, charitable contributions community initiatives
Workforce wellbeing	Training, wellbeing initiatives and employee engagement
Environmental performance	Carbon emissions, waste diversion, resource efficiency and sustainable procurement
Supply chain responsibility	Supplier compliance, ethical labour practices and continuous improvement

Our Social Value Champion, Jess Henderson, will support the coordination of social value activities, monitoring and evidence collection, working with project teams and supply chain partners.

Performance will be reviewed through management processes, with findings used to inform future objectives, strengthen delivery and demonstrate outcomes to clients.

A Listening and Collaborative Culture

Cadman Construction believes that sustainable social value is achieved through listening, engagement and collaborative working.

We will engage with our employees, supply chain partners, clients, local authorities, schools, colleges and community representatives to understand their priorities and identify opportunities to deliver meaningful benefits.

We will encourage feedback, share good practice and continuously review our approach to ensure that social value remains relevant, measurable and embedded within our business culture.

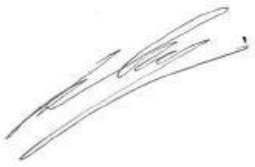
Our objective is to leave a positive and lasting legacy through the buildings we construct, the people we employ, the businesses we support and the communities in which we operate.

Declaration

This Social Value and ESG Policy has been developed with reference to the Public Services (Social Value) Act 2012, Procurement Act 2023, Modern Slavery Act 2015 and relevant UK environmental and employment legislation.

Cadman Construction is committed to reviewing this policy regularly to ensure that it remains appropriate to our business activities, stakeholder expectations and evolving public procurement requirements.

Document Control	Details
Organisation	Cadman Construction Ltd
Title	Social Value & ESG Policy
Policy Owner	Stuart Cadman, Managing Director
Social Value Champion	Jess Henderson
Approved By	Stuart Cadman
Date	October 2026
Next Review	12 months following approval

Signed: 

Stuart Cadman, Managing Director