

Social Value Policy

At ERH, we are totally committed to fostering a sustainable future that harmonizes our operational activities with our core values of Trust, Integrity, Loyalty, and People.

Our approach to sustainability is built on the foundational pillars of social, environmental, and economic value, guiding us in making decisions that not only benefit our company but also the communities we serve and the environment we all share.

Our approach to Social Value Policy is aligned with the guidance from the ISO26000 Social Responsibility Standard. This approach is in support of legislation and best practices from the UK and Welsh Government, including adherence to the 2015 Well-being of Future Generations (Wales) Act.

The Social Value Policy falls under the oversight of our Managing Director, with backing from our Board of Directors, Human Resources, Community Benefits, and Health, Safety, and Environment Managers. It is the duty of all Directors and Managers to ensure that the policy's principles are effectively communicated to, comprehended by, and adhered to by all employees.

This policy outlines our commitments and actions towards achieving meaningful social value and sustainability through these three pillars: Social Value, Environmental Sustainability and Economic Sustainability

OUR COMPANY VALUES IN ACTION



TRUST - We build trust through transparency, open communication, and by delivering on our promises to our stakeholders and the communities we impact.



PEOPLE - People are at the heart of everything we do. We are committed to creating a supportive, inclusive, and empowering environment for all our stakeholders.



LOYALTY - Our loyalty to our employees, customers, and the planet drives us to pursue practices that ensure long-term wellbeing and sustainability.



INTEGRITY - We conduct our business with integrity, making decisions that are ethical, responsible, and aligned with our commitment to social value and sustainability.

This Social Value Policy has been reviewed and signed off by the board of directors (or equivalent management body).

29.05.2025



SOCIAL VALUE



Our dedication to social value reflects our commitment to Trust, Integrity, and People. We aim to create and support a culture that values diversity, equity, and inclusion, ensuring that everyone affected by our operations—employees, customers, suppliers, and community members—feels respected, valued, and heard. We engage in community initiatives, support local economies, and ensure that our projects deliver lasting benefits to the communities in which we operate. Our focus on training and development programs for our employees underscores our belief in the power of investing in people to drive positive change.

ENVIRONMENTAL SUSTAINABILITY



Environmental stewardship is a critical aspect of our sustainability efforts. We are committed to minimizing our environmental impact through innovative and responsible operational practices. This includes reducing waste, conserving resources, and implementing sustainable materials and technologies in our projects. Our goal is not only to comply with environmental legislation and standards but to exceed them, demonstrating our loyalty to the planet and future generations. By actively managing our carbon footprint and enhancing biodiversity, we contribute to the global effort to combat climate change and protect natural habitats.

ECONOMIC SUSTAINABILITY



Economic sustainability is integral to maintaining our financial stability and ensuring the long-term success of our business. However, we believe that profitability must not come at the expense of our social and environmental responsibilities. Our approach is to balance economic growth with the needs of the wider community and the environment, creating value that extends beyond our financial performance. We invest in local economies, support small and medium-sized enterprises, and pursue opportunities that lead to sustainable economic development.

