

Group Community Benefits Policy Statement

June 2017

McLaughlin & Harvey is committed to delivering a planned approach to Community Benefits to increase the opportunities for local residents to secure employment and business growth.

This policy will provide guidance to support the team in exceeding not only in the construction of a project but providing targeted recruitment and training to people living and working within the local community.

To assist in achieving all Community Benefits objectives, McLaughlin & Harvey takes a partnership approach linking with Sub-Contractors, Key Stakeholders, Client Groups, Local Recruitment Agencies and other interested parties.

As part of our Community Benefits strategy the team will organise where appropriate, a 'Meet the Buyer' event in conjunction with Constructionline and the relevant area councils. The aim of this event is to give local SME organisations an opportunity to meet with company personnel and share information about our collaborative working and the high quality standards we aim to achieve on our projects. Similarly, if appropriate, we will organise a "Jobs Fair" in conjunction with the local Job Centre Plus, aimed at highlighting the potential employment opportunities which the project offers to local targeted groups.

We endeavour to support the communities in which we are working and aim to provide benefits not only to businesses but also to the surrounding community. This can include:

- Maximising the use of SME (including social enterprise) organisations within 30 miles of each project site;
- Promoting the construction industry through school and college engagement activities including site visits;
- Organising educational safety visits to schools by the SHEQ team;
- In conjunction with our supply chain, offering work experience/apprenticeship opportunities to young people, with no previous experience or industry knowledge;
- Providing support to local clubs and organisations within the project locality as appropriate;
- Sharing project news and progress through dedicated project pages on our website, newsletters, emails, hoarding, bulletin boards, LinkedIn and Twitter.

Through the above measures we hope to provide a legacy that continues to benefit the local community even after our project has been completed.

We will bring this policy to the attention of our Employees, all businesses within the Group, our Supply Chain partners and other interested parties, as collectively their support and professionalism is essential in making it truly effective.



Philip Cheevers
McLaughlin & Harvey