

Social Value Plan

As part of M Group Services (MGS), Morrison Water Services (MWS) has developed a long-term, innovative ESG Strategy which encompasses all parts of our business and is underpinned by our Social Value Plan. We ensure we take a unified, targeted approach to value in the community across all our projects and programmes. As part of this, we have developed several community goals which drive our social and economic wellbeing initiatives:

- Deliver an organised programme of 250 volunteering days across the Water Division every year.
- Capture and report all charitable activities we support.
- Deliver 1,000 total hours to STEM programmes by 2030.

These goals mean that we can support community causes that help people who have limited options elsewhere. This has seen MWS, in recent years, sponsor children's hospices, sports teams and partner with our clients on minor infrastructure projects to improve local areas.

In addition to our own ESG Strategy goals, MWS also aligns with seven of the UN Sustainable Development Goals (UNSDGs). With a growing index of over 50 individual examples of innovation and best practice, the following UNSDGs allow us to take a best-practice approach to ESG across our organisation:

- No.3 Good Health & Wellbeing
- No.5 Gender Equality
- No.7 Affordable Clean Energy
- No.8 Decent Work & Economic Growth
- No.9 Industry, Innovation, & Infrastructure
- No.11 Sustainable Cities & Communities
- No.13 Climate Action

To underpin the delivery of our ESG strategy and to ensure MWS plays its part in delivering a more sustainable society we have created a Social Value plan that we would become part of any new framework and also be deployed onto existing frameworks.

The MWS Social Value Plan (Figure 1) is based on 4 pillars; Equality, Diversity and Inclusion, Local Economic Prosperity, Environmental Sustainability and Targeted Community Integration. All of these areas align to many aspects of the TOMs reporting framework. To ensure this plan is delivered there is a wide range of enabling activities including; Data and Reporting, Governance, Supply Chain and Engagement.



Figure 1: MWS Social Value Plan

Our MWS Social Value plan has been built based on where we can add value in the water sector and aligned to the TOMs reporting framework. Due to the differing nature of reporting requirements across the industry we are looking at multiple options regarding social value reporting. We are progressing discussions with loop, The Social Value People for our reporting, the system would enable a forecast of, and actual Social Value at a framework and project level. Figure 2 demonstrates how the MWS plan links to the measures proposed by Northumbrian Water Group.

Under our Equality, Diversity and Inclusion Pillar we have a number of active networks; REACH and The Women's Network, these networks have recently come together to deploy an Allyship Programme across *MWS for all Senior Leaders and Frontline Managers*.

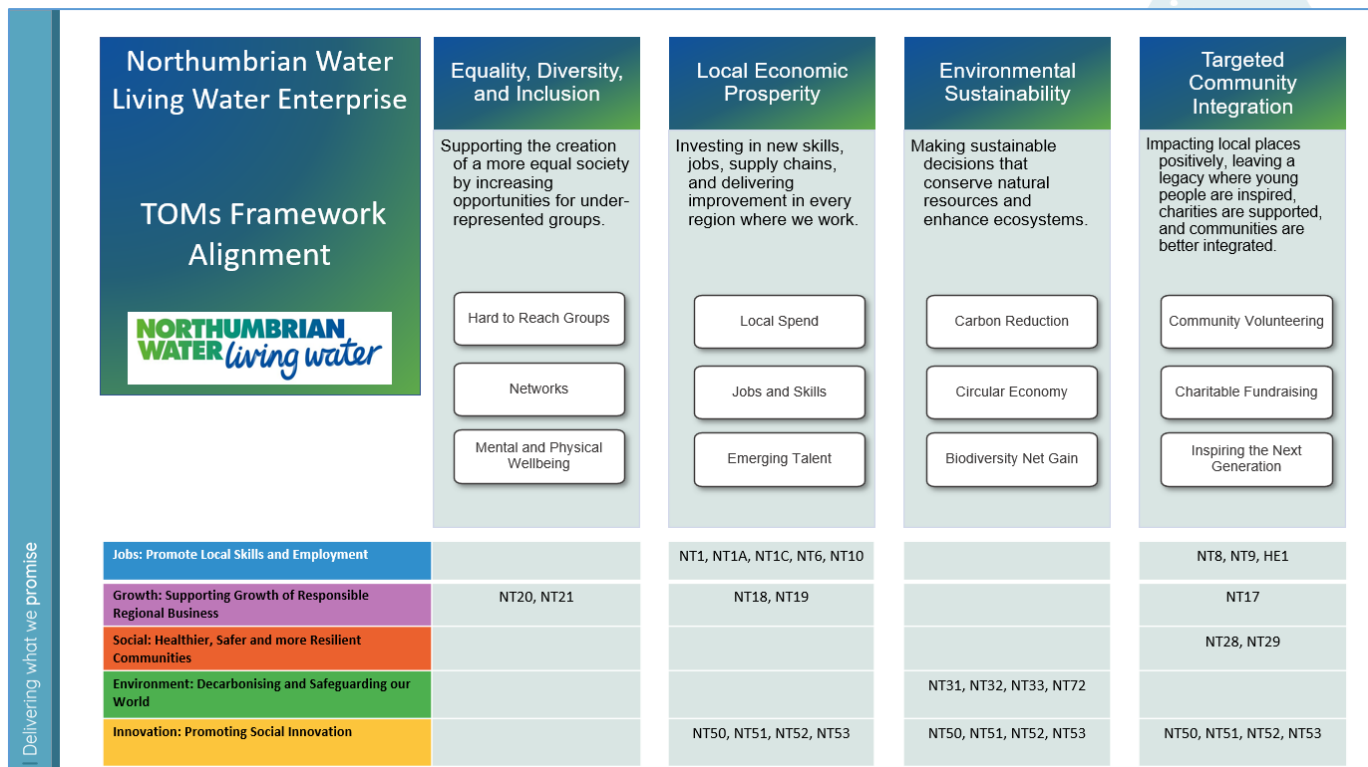


Figure 2: MWS Social Value Plan alignment to NWL TOMs Framework

MWS has also recently achieved Gold status for its commitment to the Social Recruitment Advocacy Group Charter. The Social Recruitment Advocacy Group, led by skills and training business, People Plus, encourages a greater focus by businesses to recruit those who face barriers to the labour market.

Appendix 8.1 shows our latest MGS ESG and Innovation report for the year ending March 2023, this demonstrates our commitment as a group and further bolsters our approach to creating a more sustainable society.

