

Social Value Policy 2025

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For any questions relating to this policy please contact the owner noted above			

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1.0 Social Value Policy

1.1 Purpose

Our purpose is to create shared value by solving problems that matter to a complex, urbanising and resource-scarce world. We recognise that a changing climate, together with the pressures of population growth and urbanisation require society and business work together for mutual benefit.

1.2 Scope

This social value policy encourages all our employees and where appropriate, our project partners, to help deliver this additionality because together, we are improving the quality of life for people around the world through science, technology, and innovation.

We have engaged and consulted across our business to identify priority social, economic and environmental outcomes, and reflect these through the publication of our annual Sustainability Report. Our approach will always reflect localised client priorities in addition to the relevant policy legislation within the UK, such as the Public Service (Social Value Act) 2012, and more latterly, the recommended approach as outlined in the Procurement Policy Note 002: The Social Value Model.

1.3 Measuring Progress

We will evidence the social value that our initiatives are generating to our clients and stakeholders. All priority outcomes have been translated into a measurement framework that is able to capture our social value delivered on projects as well as corporate and individual employee social value activity.

We are therefore committed to using the Impact Evaluation Standard (IES) metrics, an independent standard for public and private sector organisations to qualitatively and quantitatively assess their social value, for measuring and reporting our activity at project, client, framework and company level.

It is consistent, comparable, flexible, robust and measures-based, meaning it is designed to articulate social value outcomes in terms that can be objectively measured. Further, it is a recognised reporting standard that follows the principles laid out by HM Treasury's Green and Magenta books monetising economic, environmental and social impact.

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To ensure we can measure social value activity at scale across multiple projects, we will centralise our data and reporting using the social value reporting tool Thrive, where data and evidence of outcomes is localised and verified. We will also report our progress by publishing social value results and case studies on our dedicated intranet web page.

1.4 Governance

The Social Value Committee meets quarterly and is the oversight body responsible for monitoring progress in social value creation and delivery. The President of the Europe and UK Division together with senior operating unit Directors encourage the embedding and uptake of our social value activity within our business.

Signed by:

Craig Hatch

President Europe and UK Division

Tetra Tech