Social Impact policy statement

Our sustainability strategy details our considerations and actions are aligned with the United Nations Sustainable Development Goals and the 3 pillars of the Environmental, Social and Governance (ESG) framework. This policy outlines our intent towards social sustainability.

Keltbray's aim is to deliver real social impact through our operations, adding social value by contributing to the long-term wellbeing and resilience of individuals, communities, and the society in general. Our activities are planned and delivered with people in mind, both at Keltbray and in the community, embedding social sustainability initiatives into our processes to maximise our impact during the delivery and lifecycle of our projects. Through our Social Sustainability team, we drive and deliver initiatives that support our key impact areas:

Employment and Skills

- Create and promote accessible, local employment opportunities through job brokerages and employment support organisations.
- Extend these opportunities to disadvantaged groups who are furthest from the job market through collaboration with charities and community partnerships.
- Create opportunities for development and upskilling including apprenticeships.

Community investment

- Engage with community stakeholders to understand local impacts and identify local need.
- Deliver initiatives to bring benefit to the community through volunteering and in-kind contributions.
- Demonstrate behaviours of a good neighbour, minimise our impacts on the environment and maintain clear communications.

Curriculum engagement

- Engage with those studying construction related subjects through industry insight sessions.
- Promote careers and routes into construction through events and work experience placements.

Local economies

- Endeavour to use SME's, Social Enterprises and local business where possible, actively supporting them to do so and ensuring our procurement is accessible.
- Engage our supply chain to share our values through robust purchasing and procurement management procedures.

Equality, Diversity and Inclusion

- Continuous monitoring of our EDI statistics.
- Operate proactive, inclusion focused activities through our leadership team, gathering feedback to inform activities and drive change.

Keltbray's commitment to social impact goes above and beyond our contractual obligations and we deliver initiatives alongside our projects collaborating with organisations that can add significant value to what we do. Our Social Sustainability is recorded and measured through an impact evaluation platform to provide consistent and auditable tracking, with further evaluation we can drive continuous improvement to redefine sustainable development.

Our social impact is reported annually and contained within our annual report.

Keltbray and its management team fully support this policy and are committed to provide competent personnel and financial resources to implement it. This policy statement shall be reviewed at least annually by all interested parties. New employees are briefed on the use of the Business Management System and locations of the Keltbray policies and any reviews or key changes in the policies are advised to employees.



Peter Burnside
Chief Executive Officer

Last review date: June 2026
Next review date: June 2027