

SCITECH-EKIUM SOCIAL VALUE POLICY JULY 2026

Purpose

Scitech-EKIUM designs and builds facilities for the pharmaceutical and life sciences sector. This policy sets out how we create wider social, economic and environmental value through that work - for the communities close to our projects and for the people who will make up the future of our industry. It gives our teams a consistent basis for the activities we offer to clients, partners and local organisations.

Scope

This policy applies to all Scitech-EKIUM employees and to the projects we deliver across our consultancy and construction activities. It covers social value we generate directly and value we create by working alongside our clients, supply chain and community partners.

Our commitment

We are committed to leaving a positive and lasting contribution wherever we work. We will:

- help open up routes into science, engineering and construction careers for young people, with particular attention to those who face the greatest barriers
- support the local communities around our project sites
- work with our clients and partners so our contributions add to, rather than duplicate, what they already do
- use and reuse resources responsibly
- measure what we do and report on it honestly

Focus areas

Our social value activity concentrates on five areas.

STEM education and careers engagement

We give young people direct exposure to real engineering and construction work through talks, hands-on workshops, site visits and careers events, delivered by our engineers, project managers and quantity surveyors. Where it adds value we co-deliver with our clients - for example pairing our engineers with client scientists so that students see how a facility moves from design through to working laboratory.

Widening access and social mobility

We prioritise support for schools and students in areas of higher deprivation. This includes travel bursaries that remove the cost of reaching STEM events and facilities students would not otherwise be able to visit, helping to level access to these opportunities.

Skills and employability

We support the skills pipeline our sector depends on through T-Level and industry placements, mock interviews, CV workshops and encourage staff participation in recognised schemes such as STEM Learning and the ISPE mentorship programme.

Local community and charitable support

We support charities and community groups local to our projects for the duration of our involvement, through donations and practical help. We also donate surplus and previously branded materials to suitable community organisations rather than sending them to waste.

Responsible and collaborative delivery

We align our social value work with our clients' own community and public engagement programmes and with recognised industry standards, including the Considerate Constructors Scheme. Working this way means our effort reaches further and reflects the priorities of the communities we are working in.

Roles and responsibilities

- Directors are accountable for this policy and for the resources needed to deliver it.
- The Project Manager coordinates social value activities for the duration of the project. Marketing and HR maintain relationships with community and client partners and reports on outcomes.
- Project teams identify social value opportunities on their projects and deliver agreed activities safely, with appropriate supervision, PPE and safeguarding arrangements in place.
- All employees are encouraged to take part in social value activity and to put forward ideas.

Measurement and reporting

We record the social value activity we deliver and the outcomes it achieves, and report on it internally and to clients where relevant. We are working towards a consistent method of measurement so that contributions can be compared over time and across projects. Within specific public sector contracts we measure social value using the TOMs (Themes, Outcomes and Measures) framework, which provides a standardised methodology for quantifying the wider social, economic and environmental impact of our activities. This allows outcomes to be expressed in a consistent, comparable way.

At a local level, we track performance against a defined set of KPIs aligned to the priorities of the commissioning authority, covering areas such as local employment and skills, supply chain spend in the area, community wellbeing, and environmental impact. These are agreed at contract award and reported over the contract period.

Where possible, outcomes are validated against external standards, and we work with clients to refine measures over time to ensure they reflect what matters most to local communities.

Review

This policy will be reviewed at least every 12 months, or sooner if there is a significant change to our operations or to the standards relevant to it.