

Principles

This policy statement applies to all of the operations of Mansell Building Solutions (MBS) and sets out the minimum standards which we expect from employees in their internal and external dealings with colleagues, customers, stakeholders and third parties. Mansell Building Solutions is committed to ensuring that any business undertakings are conducted ethically by following this policy.

Who we are and what we do

We're a specialist contractor in MMC and offsite construction. Through working in partnership with clients at the earliest stages of design, we deconstruct the construction process, removing complexity and improving efficiency across the board.

We manufacture the highest quality frames and finishes, tailoring them exactly as required by the design. Our onsite team ensures the units, frames and panels are installed correctly and with minimal disruption.

We keep things simple. We bring certainty. We do more with less. We're a people business. People. Social value. Net zero. Northern. We are deconstructing construction. We are committed. We remove complexity. We provide certainty. We work locally.

We're committed to leading the pack on the implementation of MMC in the North West. We stay at the cutting edge of the industry, using our knowledge and expertise to reduce risk, lesson carbon impact, and deliver better social value across all our projects.

With the right approach to MMC, we can start to address some of the biggest issues facing our industry.

A responsible and ethical business

MBS will drive to change engagement with partners and supply chain to build efficient, effective, and sustainable homes and buildings that build a legacy for all.

All our work is in line with The Public Services (Social Value) Act 2012, as well as relevant local authority social value aspirations and strategies including Levelling up, and we believe in 'practising what we preach' in terms of social value.

The social value model focuses on maximising the additional societal benefits that can be achieved in the delivery of public sector contracts using the key policy outcomes around tackling economic inequality; fighting climate change; equal opportunity and Wellbeing.

Our business is structured around the triple bottom line Social Value principles to improve people's lives and the planet:

- Social Wellbeing:** having a social conscience and including the community
- Economic Wellbeing:** supporting local and our wider society to be prosperous
- Environmental Wellbeing:** protecting the environment

Social Wellbeing

We are committed to putting our people at the heart of the business and recognise that, in order to retain loyal and productive staff, it is vital to maintain an ethical working approach with social integrity and fair treatment. We also fully recognise the benefit of supporting the local communities in which we work, so too our clients, suppliers and our wider partnerships.

- Safety of our staff, and maintaining the health and wellbeing of our workforce, is top of our agenda. We have a set of values, 'The Mansell Way' in place as well as a people and wellbeing charter which is our written and formal commitment to our employees and is based on IIP Gold standard.
- Skills growth, people development and a clear career path is an important part of our social commitment to continually support our workforce.
- We conduct every aspect of our business with honesty, integrity and openness, respecting rights and the interests of our customers.
- Through our activities we aim to raise the aspirations of young people, creating local employment and training opportunities. By integrating these principles throughout our projects, we are able to deliver more sustainable buildings for our customers and help shape the communities around them.
- Giving something back. Our annual charity programme supports local and national charities in terms of time commitment and financial support. We also support our suppliers and customers with their charitable fundraising programmes.
- To actively participate in the local community through volunteer time and providing resources and in-kind support.

Economic Wellbeing

The commitment to our local community, and wider society, goes further than just employment opportunities.

- We support young people to raise their aspirations and skills by engaging with schools and colleges as we want to attract more young people to work in this industry.
- We provide training, traineeships, work experience and employment opportunities which really make a difference to people's lives and career paths.
- We aim to use local suppliers, wherever feasible, in order to support local businesses via the local economic multiplier effect, which builds sustainable local economies through our trade and investment.
- We want to diversify the workforce to support the employment of underrepresented individuals and provide an environment of equal opportunities for all.

Environmental Wellbeing

Recognising the effect of the construction industry on the environment, we are committed to minimising our impact across our operations on site and within our premises, by reducing our waste, reducing our emissions and protecting the planet. It's also about changing mindsets and behaviours and our aim is to drive a collective and integrated approach with our supply chain, clients and the FIS to create environmental solutions.

- We measure our environmental impact and set CO2 reduction targets year on year with a key focus on aiming to achieve zero carbon from our operations by 2025.
- We use innovative ways of working and the latest technological advances in our products and processes.
- We always aim to protect nature and the environment in the areas where we operate.
- As a Greater Manchester based business, we are advocates of Manchester's Climate Change Framework 2020-2025 and we align with their aim of creating a healthy, green, socially-just City where everyone can thrive.
- We train and educate our workforce to understand the difference they can make.

Ongoing Commitment

We are fully committed to the principle of Social Value and aim to ensure that no relevant policy decisions are made within the business, without first evaluating the potential Social Value impact.

Last updated: April 2024

Date of next review: August 2025

Signed:

