



Social Value & EDI Strategy

ENABLE

What we are focusing on

- Encouraging future generations into the construction, power and engineering industry
- Providing employment opportunities to our local communities, developing skills and opportunities to progress supporting social mobility
- Elevating our EDI agenda for our people and become an external EDI influencer

How we will achieve it

- Listen to our people and communities – no ideas are too small
- Engage people into the delivery of social value activities, get full use of volunteering days
- Create the Community Interest Company (CIC) to deliver notable community benefits

Our Social Value Strategy

For People

Enable employability, social mobility and career progress

- Apprenticeship and graduate programmes
- Partnership programmes with schools and employment charities
- Diversity & inclusion

For Communities

Enable local communities to deliver what is important for them

- Local community projects through volunteering
- Local sponsoring support
- Local employability training

For Planet

Enable sustainable solutions for ecological footprint minimisation

- New zero carbon
- Waste management
- Environmental protection

Deliver a **LASTING POSITIVE LEGACY** to our communities

ENABLE

Equality, Diversity & Inclusion (EDI) commitment

Our EDI strategy forms an integral part of the social value strategy

At Enable we believe in working together to maximise the potential of our organisation and our people - being the best we can be. Every personality, every contribution and every opinion matters. We want our people to be themselves and be successful.

We are confident that only in an environment that supports and celebrates diversity, we can help our people and suppliers feel **engaged, empowered, enabled and embraced**:

We create an **engaging** and inclusive environment where people are treated fairly, with respect and without bias.

We **empower** people to contribute openly, share their ideas, and **enable** them to grow and develop.

We **embrace** diverse cultures, mindsets and behaviours.

To support our commitment our leaders will:

Embrace: recognise
individual uniqueness
and demonstrate
empathy

Empower: inspire
development and
honour efforts

Engage: remove
barriers and create
a safety net