

TOTAL firmly believe in upholding the principles of corporate social responsibility (CSR), which not only align with our core business strategy and values but also contribute to sound business practices. Our CSR & Social Value policy is built upon the following key principles:

- People
- Community
- Education
- Responsible Trading

Through our Skills and Communities team we develop and deliver tailored Social Value initiatives, working extremely hard to ensure that the communities in which we work benefit from the infrastructure development in their neighbourhood, not only during the construction phase but for years to come.

Skills and employment

Our in-house Training and Development department supports learning and progression across the Group, providing apprenticeship schemes with several providers to offer a range of development routes at all levels. All apprentices are supported by our development coordinator who guides them through recruitment to scheme completion, offering advice and support with any issues.

Our training offerings are extended to our community partners, collaborating with those who target hard-to-reach groups on a number of entry-level construction frameworks and employability programmes.

Our local employment opportunities are advertised to communities through job brokerages and employment organisations. Promotion of these will specify detailed requirements of essential and desirable transferable skills to allow for and encourage inexperienced and new entrants to apply.

We provide interview skills, CV workshops and advise on routes into the construction sector. As well as supporting employability activities where there is a need for upskilling, we will work with the community to identify training needs and link into our provision.

Community engagement

We achieve outcomes through our community partnership approach by establishing valuable and long-term relationships and truly understanding local issues. Our dedicated Skills and Communities team (who have direct access to the TOTAL Group Board) work collaboratively with stakeholders to plan and implement our activities. Working together, we create a bespoke Social Value Plan for community engagement, tailored to the individual projects.

We work extensively with charities and organisations that support disadvantaged groups and local causes. We frequently provide volunteering initiatives to improve local communal spaces and gardens, utilising existing resources and in-kind support across our business such as labour, donating materials, waste management and transportation. Our volunteering initiatives extend also into our supply chain. These activities are not reactive but is something we do consistently, through community interaction we identify further activities we can undertake.

Curriculum engagement

We work closely with schools and colleges to support a number of engagements through work experience, meet the employer events and industry insight sessions. Our early school engagement seeks to introduce careers in construction through design programmes, competitions and site visits.

We have developed our UTC programme which has input, mainly around engineering, on assessment projects, offers regular work placements and follow-on apprenticeship opportunities for graduating students. Our STEM ambassadors also promote and inspire students to study stem subjects at higher education.

To ensure we are trying to reach all vulnerable groups including those who may be missed through community and curriculum events TOTAL makes large efforts to engage with NEETs (not in education employment or training). We utilise our community relationships to provide this support.

Engaging our Supply Chain

TOTAL recognise that to truly drive social value through all areas within our projects we need to ensure that the suppliers we buy our goods from, and those specialist supply chain partners who support our projects also share our business ethics and values. This is achieved through our robust purchasing and procurement management procedures.

Our supply chain partners are involved in all of our training initiatives for site workers and included as part of our health and safety, mental health and wellbeing programmes. We build strong working partnerships with our supply chain and given the breadth of our experience of social value and community engagement; we will help support other contractors to engage with communities in ways they could not alone. TOTAL is a champion and partner of the Supply Chain Sustainability School.

Review

TOTAL's commitment to Social Value 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 sustainable development report has more detailed information about the above commitments. It is published on the TOTAL website. For more information, see total-demolitionservices.co.uk

TOTAL 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 TOTAL policies and any reviews or key changes in the policies are advised to employees.

This policy is governed by and supports our TOTAL Code of Practice and recognises the facility afforded by the Whistleblowing policy statement POL022

Refer to the list of TOTAL companies this Policy covers.



L BRASH | Director

Total Controlled Demolition Services Limited

Date: January 2025