

Europe Social Value Standard Sustainability

Approver’s name and title

Cate Harris, Group Head of Sustainability

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Classification



Purpose

This standard sets out how the Lendlease Group Sustainability Policy applies to the creation of Social Value in Europe.

Scope

This standard applies to the approach to creating Social Value expected by all Lendlease employees, supply chain contractors and third parties.

This standard applies to:

Relationship to Lendlease	Employment contract	Time type	Payroll type
✓ Employees	✓ Permanent	✓ Full time	✓ Salaried
✓ Consultants	✓ Fixed Term	✓ Part time	
✓ Contractors			

In the following geographies:

Americas	Asia	Australia	Europe
North America	Singapore	Australia	✓ UK
	Malaysia	New Zealand	✓ Italy
	Japan		
	China		

Standard



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Lendlease is a globally integrated real estate and investment group that works to shape cities and foster strong and connected communities. Lendlease's purpose is:

'We create value through places where communities thrive.'

Our purpose and our Global Sustainability Framework underpin our approach to the creation of Social Value. In accordance with the UK Government's Public Services (Social Value) Act 2012 and in partnership with a wide range of stakeholders, Lendlease aims to create social, environmental, and economic value for cities and communities.

In line with the Lendlease Global Sustainability Framework Imperatives, Lendlease has set a global target to create \$250m AUD in Social Value by 2025, principally through Shared Value partnerships supported by the Lendlease Foundation. These partnerships aim to create social value above and beyond any project or asset obligations.

Key Commitments

This standard outlines the commitments Lendlease Europe has made, aligned to the Lendlease Global Sustainability Framework, to create social value both through its Shared Value Partnerships and throughout its project and asset operations.

Economic Prosperity

To support and enhance the resilience of the communities in which Lendlease operates through embedding targeted Learning, Skilling, Employment, and Inclusive Procurement principles.

Commitments:

1. To create *Good Employment* opportunities for the benefit of the communities in which Lendlease operates.
2. To actively support the creation of jobs, apprenticeships, and high-quality traineeships across our business.
3. To proactively diversify the construction workforce by employing bespoke strategies to engage with and support the employment of underrepresented individuals from all backgrounds.
4. To procure goods and services locally where possible and to support the development and growth of SMEs, micro businesses, entrepreneurs, and Social Enterprises.

Community Inclusion

To help create vibrant communities that are socially inclusive and valued by the people who live, work, and play in them.

Commitments:

1. To actively participate within the local community through volunteering time and providing resources and in-kind support.
2. To engage directly with local and national charities and organisations that provide relief, assistance, and support to local causes.
3. To collaborate with local organisations to support, enrich and build the capacity of local educational establishments.
4. To support the inclusivity of communities by curating activities that help people to feel a sense of belonging within their neighborhood.



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Wellbeing

To consider the impacts of our activities on the health and wellbeing of the communities within which we operate, and to take active steps to promote and enhance the physical and mental wellbeing of those communities.

Commitments:

1. To assess the wellbeing impacts, both positive and negative, of Lendlease's operations on every project and across our business.
2. To support the physical and mental wellbeing of people through the promotion of bespoke wellbeing initiatives.
3. To take into account priority issues of concern to communities (such as isolation and loneliness) in the design of Lendlease developments.
4. To support the mental health and wellbeing of our workforce by providing tools and resources to support them to live healthy active lives.

Compliance with this standard

All Lendlease Europe employees, supply chain partners and third-party suppliers are expected to adhere to this Europe standard.

Definitions

Term	Definition
Apprenticeship	An apprenticeship is a form of employment that also encompasses study towards an accredited (formal) qualification.
Good Work	According to the Taylor Review of Modern Working Practices, Good Work is defined as work that is fair and decent, whereby employers offer opportunities that give individuals realistic scope to develop and progress.
Local	The definition of local as specifically referenced in any legal or contractual mandates on a given development.
Micro Business	A business that operates with 9 or fewer employees.
Public Services (Social Value) Act 2012	Key UK legislation which guides social value delivery in the UK. Introduced as a way to secure additional social value when utilising public funds, the Act has determined good practice in relation to social value for public and private sector organisations alike.
SME	A small or medium enterprise operating with less than < 250 employees and < € 50m annual turnover.
Social Enterprise	A business that operates with a social purpose.
Underrepresented	Groups of people that due to a particular characteristic (i.e. disability, ethnicity, sexual orientation) are underrepresented within the construction industry.



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Further information

Contact
Head of Social Impact - Europe MD of Sustainability and Social Impact MD of Lendlease Construction MD of Lendlease Development