

Social value policy statement

Mace is committed to being a responsible business. We do this by actively engaging with the communities where we work to create social value, and encouraging our clients, partners, and suppliers to do the same.

Social value is defined as the full net value that Mace provides to society outside of the business. It generates social, economic, and environmental benefits to individuals, stakeholders, communities and society in general.

Our 2026 business strategy outlines our ambitious plans as a purpose driven business, committed to being diverse, inclusive, and to leaving a positive impact on people and communities globally. The strategy identifies three key business priorities: pursue a sustainable world, grow together, and deliver distinctive value. Whilst social value supports all three business priorities, it falls primarily under our second priority, grow together.

This priority requires us to:

- Engage, develop, and inspire our people, clients, partners, and communities
- Partner with clients to achieve their ambitions
- Create a diverse and inclusive ‘one Mace’ culture
- Develop and inspire our people to reach their potential
- Support our communities to thrive

Develop, inspire and engage

Our social value activities are designed to engage Mace employees and stakeholders in making a positive difference to the communities where we work. Mace employees, clients and supply chain are encouraged to share resources, materials, knowledge, time, and expertise with community groups to leave a positive legacy.

We do this by:

- Developing new opportunities by supporting social mobility and removing barriers to employment.
- Using our skills, knowledge, and time to provide opportunities for the community to access training, apprenticeships, and sustained jobs to bring increased diversity and innovation into the workforce.
- Inspiring the next generation and helping them to make informed decisions about their future.
- Supporting young people through all key education stages, supporting the next generation to gain skills required by the industry now and in the future.
- Providing opportunities for young people to engage with the industry throughout their education.

Engaging with local communities

- Working with local communities to identify how they prefer us to communicate and support them.
- Identifying key issues within the area and working with clients, employees, supply chain and the community to offer practical and skills-based volunteering.

- Providing opportunities for social enterprises and local small and medium enterprises to work with us.
- Working to increase diversity in our supply chain and provide the relevant skills to compete for opportunities.

Governance and monitoring

Our governance processes enable us to:

- Have clear accountability for delivering this policy
- Measure and report social value activities on a quarterly and annual basis
- Train and upskill our people with the skills and competencies required to deliver policy objectives
- Generate reporting metrics to record our social value impacts

Continuous improvement and quality assurance

We use governance processes to demonstrate our performance and improvement in our contributions to social value.

We work with industry bodies to drive best practice in community engagement and local employment. We welcome independent audits and inspections to ensure our compliance with best practice standards.

This policy statement is reviewed annually. It is displayed in Mace offices and projects to outline our social value commitments, and distributed to our clients, suppliers and stakeholders. We adhere to the principles of ISO26000.

This statement should be read in conjunction with the Responsible Business, Environmental, Responsible Business Procurement, Modern Slavery & Human Trafficking policy statements and our Code of Ethics.

This policy directly supports UN SDGs 4, 5, 10 and 11



For and on behalf of the board

Mark Reynolds

Group Chairman and Chief Executive
October 2022