



**Sanderson
Weatherall**

Social Value Policy

Document classification	External
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Document Author	Kyle Frith – Head of Sustainability
Document Owner	David Rastrick – Chief Operations Officer

Issue and revision record.

Revision	Date	Revision Author	Description
1	05.08.2025	Kyle Frith	Document creation
1.1	19.05.2026	Kyle Frith	Statistics and Objectives Progression Updated.

1. Introduction

Sanderson Weatherall is committed to delivering tangible social value through our operations, strategic partnerships, and procurement practices. We recognise the positive impact we can make on the communities we serve, the environment we influence, and the economy we help shape. This commitment is embedded in our ESG strategy and aligns with the UK Government's Procurement Policy Note (PPN) 002/25 and the Social Value Model.

We actively measure and report our social value performance using the National TOMs (Themes, Outcomes, Measures) framework, ensuring transparency, consistency, and meaningful impact. This structured approach enables us to quantify our contributions across key areas such as local employment, sustainability, and community wellbeing.

Our policy is underpinned by the Public Services (Social Value) Act 2012, the

Procurement Act 2023, and the Equality Act 2010, reflecting our broader ambition to support inclusive growth and sustainable development.

2. Our commitment

We are a leading, people-focused SME in the property industry. Our mission is to embed sustainability into our business management systems and processes, allowing us to contribute to the dissemination of information that channels investments into sustainable activities for environmental and societal benefit. This policy follows the five themes of social value, as outlined in the Social Value Model:

- **Support COVID-19 recovery** through local employment and resilience.
- **Tackle economic inequality** by promoting inclusive growth.
- **Fight climate change** through sustainable practices.
- **Equal Opportunity** in our employment and workforce.
- **Wellbeing** initiatives that promote health across our workforce and communities.

3. Measurement and reporting

We measure and report our social value impact using the National TOMs (Themes, Outcomes, Measures) framework and its dedicated calculator.

This structured approach enables us to produce clear, consistent, and benchmarkable data that quantifies our contributions in financial terms and validates our outcomes. By doing so, we ensure that ESG principles are embedded into every business decision and actively integrated into our client engagements.

Our use of the TOMs framework supports transparency, comparability, and accountability, allowing us to communicate our social value in a way that is both meaningful and measurable.

4. Outcomes based approach

To further enhance the outcomes we deliver, Sanderson Weatherall has established additional key performance indicators (KPIs) for 2025 that go beyond the criteria set out in the National TOMs framework. These KPIs are designed to reflect our evolving ESG priorities and are detailed in our [2024 ESG Report](#). In addition to TOMs, we have defined a set of social objectives that align with both industry best practice and public sector standards, including the Impact Reporting and Investment Standards (IRIS).

Each objective, see Table 1, is backed by configurable, compatible metrics, enabling us to generate clear, benchmarkable data that guides decisions and shows we are committed to delivering measurable social value.

Table 1: Sanderson Weatherall Social Value Objectives 2025

Social Topic	Objective	Progress
Human Rights	Ensure that all employees receive fair wages and work in safe conditions by conducting annual audits.	Living Wage Foundation employer accredited, a recognised responsible business.
	Perform a comprehensive wage and benefits benchmarking exercise to compare employee wages against industry standards.	Annual benchmarking exercises are undertaken.
Social & Environmental Management Training	Increase provision of social and environmental training to all employees, aiming for 100% participation for full time employees within the next 12 months, by offering bi-annual workshops, external workshops, online courses, and direct activities.	Each department receives tailored training during away days, supported by company-wide sessions and resources. Final sessions are scheduled for September 2025.
Equality, Diversity & Inclusion	Conduct an audit to ensure employee records are up-to-date and accurately reflect the diversity within the organisation to the industry standard.	Update request and survey issued February 2025, diversity report produced April 2026 including sector benchmark.
	Ensure that Equality, Diversity, and Inclusion training is available to all employees, aiming for 100% participation for full time employees.	All employees have access to EDI training via the Atlas learning programme.
Social & Environmental Performance	Increase time spent, by at least 10% compared to 2024 baseline (working hours / Full Time Employees), to environmental and social performance.	Over 340 hours were logged in 2025.
Employee Wellbeing	Provide employees with access to healthcare practitioners and wellbeing programs that provide prompt and comprehensive treatment.	SW provides all employees with workplace wellbeing benefits, including Bupa Healthcare, Wellness and Westfield.
	Provide access to a mental health workshop every six months to employees focusing on wellbeing, mental health, equal opportunities, and training.	SW offer all employees workplace wellbeing benefits, including Bupa Wellness Access and we host guest talks through the SW Inspire initiative.
	Maintain or improve employee's responses to agreeing that SW looks after wellbeing of staff.	Monitored as part of B Corp status.
Customer Satisfaction	Implement robust feedback mechanisms such as surveys, focus groups, and open channels for customers to share their experiences. Actively use this feedback to improve products and services.	Utilisation of HubSpot, undergoing format creation.

As of May 2026, we have achieved all ten social value objectives set in 2025.

4. Implementation and future improvement

To build on our successful social value initiatives, we will:

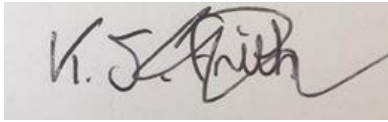
- Empower Employees to Give Back**
 We acknowledge the property sector's influence on both the environment and society. To contribute positively, every employee receives two CSR days annually dedicated time during working hours to participate in or lead activities that benefit the local community or environment.
- Support Charitable Causes**
 We continue to provide pro bono services and donations through fundraising events.
- Promote Local Employment and Apprenticeships**
 We remain committed to offering job opportunities and apprenticeships within our local communities.

- **Embed Social Value in Procurement**
Social value criteria are integrated into our supplier selection process to ensure alignment with our values.
- **Sustainable and Inclusive Operations**
Our daily practices are guided by sustainability and inclusion objectives, ensuring our operations reflect our core principles.
- **Value-Aligned Partnerships**
We collaborate with suppliers and clients who share our commitment to social responsibility.
- **Align KPIs with the Social Value Model**
Our performance indicators will continue to reflect the priorities outlined in the Social Value Model.
- **Publish a Social Value Impact Statement**
We plan to release our first Social Value Impact Statement by July 2026, providing transparency and accountability.
- **Engage Stakeholders for Feedback**
We actively seek input from our stakeholders to refine and improve our social value strategies.
- **Collaborate with Like-Minded Businesses**
We will continue to engage with other socially conscious organisations to share knowledge and establish best practices.
- **Maintain Public Transparency**
Our social value efforts will remain publicly accessible, ensuring we are held accountable for our commitments.
- **Uphold Industry Standards and Accreditations**
We will retain key certifications and memberships (e.g. B Corp, ISO standards, RICS) to demonstrate compliance and drive continuous improvement in sustainability, innovation, and client value.
- **Champion Entrepreneurship and Small Businesses**
We aim to unlock new opportunities by supporting startups and small enterprises through our memberships (e.g. SME Climate Hub, Better Buildings Partnership).
- **Inspire Future Generations**
We will continue delivering talks at educational institutions and career events, offering work experience, apprenticeships, and graduate placements to diverse candidates. Our goal is to break down barriers to employment and advocate for the industry.
- **Review**
Crucially, this policy, and all associated operations, will be reviewed regularly and constantly adapted to any necessary changes. This will also be circulated internally and externally to remain open and accountable, and invite any further interest, ideas, and queries.

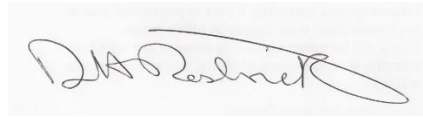
Declaration

Kyle Frith
Head of Sustainability

David Rastrick
Chief Operating Officer

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Reviewed: 19.05.2026

A handwritten signature in black ink, appearing to read "D. A. Smith", on a light-colored background.

Reviewed: 19.05.2026