

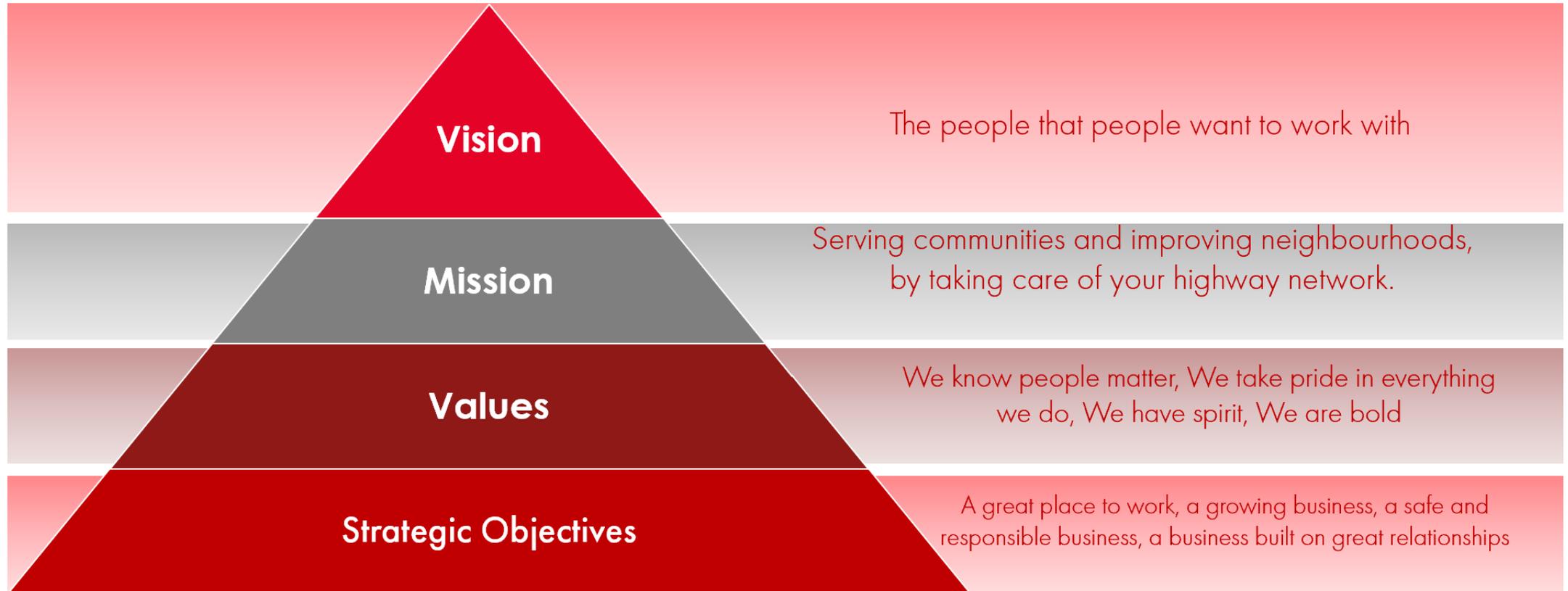


Appendix 1: Marlborough Highways Social Value Update



marlborough
we understand, we deliver

Marlborough Vision, Mission & Values



The people that people want to work with: Recruitment of Haringey Residents

Committed to employing people local to where we operate, we have employed 9 Haringey residents across our business.

Haringey residents have been employed in roles including:

- General Operative
- Health & Safety Apprentice
- Permitting Officer
- Road Marking Operative
- Street lighting Manager
- Street Lighting Operative



We ensure Haringey residents are informed of our latest roles and employment opportunities through a proactive programme of engaging recruitment activities, overseen by our Resourcing Partner,

Over the last 2 years, 10 roles have been advertised with Haringey Works, to support Haringey residents into employment.



We are bold: Our Commitments

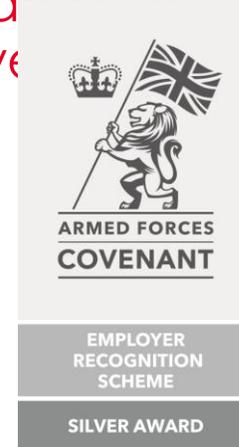
We are a real living wage employer accredited by the Living Wage Foundation.

As a member of the 5% club, we're committed to apprenticeships and youth employment initiatives.

As a Disability confident employer, we are recognised as going the extra mile to make sure disabled people are given a fair chance and the opportunity to fulfil their potential in the workplace.

As an Armed Forces Friendly organisation, we endeavour to uphold the key principles of the Armed Forces Covenant, actively seeking to help the armed forces community find work through our partnership.

We have signed the 'Ban The Box' pledge as part of our ambitious recruitment process. From all walks of life, we will provide the best



We are bold: Recruitment & the Criminal Justice System

As a Ban the Box employer, we have established an active recruitment project aimed at supporting individuals leaving the criminal justice system.

We work with organisations such as the Shaw Trust, as well as building direct Partnerships with the following prisons:

HMP & YOI Chelmsford

HMP Highpoint

HMP Wayland

HMP Hollesley Bay

HMP Bellmarsh

Our employees attend employer engagement events and careers fairs held at these prisons, where they meet candidates who are soon to be released back into the areas in which we operate and speak to them about careers available within construction and at Marlborough. Our team also hold CV and interview skills workshops and candidate referral processes are in place to support successful employment outcomes.



We know people matter: Marlborough's Apprenticeship Programme

We have an established apprenticeship programme offering a wide range of apprenticeships from level 2 – level 7

We hold a quarterly apprenticeship forum for all apprentices across our business to regularly meet and network, receive business updates and training as well as work together to deliver shared business projects.

Marlborough Apprentices currently working on the Haringey contract include:

- Construction Technician Level 4 Apprenticeship with Anglia Ruskin University
- Professional Accounting Technician Level 4 with First Intuition
- Social Value & Sustainability Level 4 Apprenticeship with the Cambridge Marketing College
- Civil Engineering Degree Apprenticeship with Anglia Ruskin University



We know people matter: Marlborough's Apprenticeship Programme

Marlborough have launched 5 new operational apprenticeships as we continue to strengthen and develop our apprenticeship offering.

5 new apprenticeships:

- Highways Electrical Maintenance & Installation
- Highways Maintenance Skilled Operative
- Lead Traffic Management Operative
- LGV/HGV Driver
- Road Surfacing Operative

These opportunities have been shared with Haringey works to support Haringey residents into these employment and apprenticeship opportunities.



We know people matter: Marlborough's Sector based Work Academy Programme

We delivered a two-week construction training programme to upskill unemployed residents seeking a career in construction.

The training took place at Marlborough's Garman Road, North London Depot and was developed to help attendees gain first-hand construction experience and qualifications in support of them gaining future employment in the industry.

3 Haringey residents completed the two-week programme achieving qualifications in:

- Health and Safety CSCS Level 1
- Temporary Traffic Management Basic Course
- Traffic Management T1 and T2
- Employability Skills Level 2

Participants who completed the course, were also given the chance to meet with Marlborough hiring managers within our QSHE, Traffic Management, Street Lighting and Permitting teams to discuss the career opportunities and vacancies within each of their teams and promoting the variety of roles available within the industry.



We know people matter: Marlborough's School Engagement Programme

We are committed to inspiring and educating young people about careers in construction. Through our school engagement programme, we have engaged over 900 Haringey students about careers and apprenticeships in construction.

The purpose of our school engagement programme is to raise awareness around the variety of careers in construction and different entry routes available, as well as encouraging the study of STEM subjects.

We have achieved this through:

- Attending Careers & Apprenticeship Fairs
- Careers Networking Sessions
- Careers Insight Events
- Delivering bespoke workshops to students (STEM, women in construction, construction careers, road safety).
- Work Experience Programme
- Career Taster Day's
- School Competitions



We know people matter: Marlborough's Student Work Experience Programme

Through our student work experience programme, we have provided 12, 1-week work experience placements to young students living and attending secondary school in Haringey.

- 2022 we supported 3 students
- 2023 we supported 9 students

During the placements, students were given an in-depth introduction to working in construction, meeting frontline and support staff as well as attending a site visit.

Each day the students took part in different activities and workshops delivered by our Commercial and Quantity Surveying team, Marketing & Communications team, Permitting and Health & Safety team, providing an insight into the variety of roles available within in the industry.



We know people matter: Collaboration with Haringey Council - QUEST training

We provided QUEST training to senior members of Haringey Council to streamline processes and enhance operational efficiency.

In the spirit of collaboration, Haringey have been given direct access to Marlborough's QUEST platform, allowing their staff to perform a variety of functions through the app across health and safety, surveying, auditing and more. The user access, which has been specially tailored to the client needs, allows the Council to monitor and review projects quickly and easily, with the ability to communicate with our teams on the ground in real time.

During the training session, attendees were shown how to download data from QUEST, how to carry out internal audits within the app, and how to submit feedback including near misses, by Marlborough's Lorraine Maund & Jenu Sebastian.



We know people matter: Collaboration with Haringey Council – Haringey Main Contractor Partnership Meeting

We attend the quarterly Haringey Main Contractor Partnership Meeting,

Haringey's main contractors and partners are invited to attend this quarterly meeting to share ideas and innovations, review any challenges and promote best practice to maximise the potential social value added by contractors for Haringey residents, particularly in regard to:

- employment and apprenticeship opportunities,
- training and upskilling initiatives
- school engagement programmes.

Marlborough's Social Value Manager presented at the December 2023 meeting, sharing a case study on our successful school engagement programme, promoting best practice and ways of working so that other contractors could replicate this successful social value initiative on their contracts.



We have spirit: Supporting Charities in Haringey

We are proud to support the North London Hospice by sponsoring an owl as part of the hospice's brand-new sculpture trail, the Big Fun Art Adventure, which will take place throughout summer 2024. The sponsorship contribution of £7,500, will help the charity raise much needed funds to support the hospice's vital end of life care.

The hospice, which serves Haringey residents as well as Barnet & Enfield communities, picked owls because they are known for their wisdom and for passing on stories through generations and across cultures. North London Hospice staff, like owls, also work through the night supporting patients and healthcare professionals.

Marlborough's owl will feature a 'Park Life' design from London based artist, Michelle Sutton, showcasing the array of wildlife that can be found in London's parks and green spaces.



We have spirit: Supporting Charities in Haringey

Marlborough employees organised a charity quiz night in support of MIND in Haringey.

The quiz was held in March, with Marlborough's Plant Manager, acting as quiz masters.

Attended by various teams across our business, employees raised £210 from the night, which will be presented to the Charity later this month.



We have spirit: Corporate Charitable Donations

- MIND was voted by employees as Marlborough chosen charity of the year 2023/2024. Over £4,000 has been raised through employee sky dives, charity golf days, charity quiz nights and employee survey responses.
- Marlborough Highways raised £20,065 for the disasters Emergency Committee (DEC) Ukraine Humanitarian Appeal for Refugees of the ongoing war in Ukraine. Marlborough matched pound for pound the first £10,000 raised. The UK government also matched every pound donated to the DEC meaning that Marlborough's £20,650 donation was doubled.
- Marlborough employees held a charity bake sale in February 2023 raising funds for the DEC Turkey-Syria Earthquake Appeal. Employees raised £824.25 which was matched funded by Marlborough to £1648.50.
- Marlborough have supported Breast Cancer Now's 'Wear it Pink' Day raising £1041 for the charity.
- Marlborough held a Macmillan Coffee Morning in September 2023 raising £489 for the charity.



We have spirit: Delivering projects that support the local community

Gladstone Parklet

We were proud to collaborate with Haringey Council and the not-for-profit organisation Grow N22, on the creation of the Gladstone Parklet in Noel Park.

Funded by the Mayor of London's Grow Back Greener initiative, the community-led scheme saw a neglected site transformed into an attractive and colourful space where residents feel safe and where they can reconnect with nature.

We are proud of our team who engaged with local people throughout and worked tirelessly to deliver this fantastic project.



We have spirit: Delivering projects that support the local community

Bruce Grove Mural

Marlborough installed a new mosaic mural in Bruce Grove, Haringey, to celebrate the diverse heritage of the area. The mural showcases an imaginative map of Bruce Grove and includes key places, figures, and historical events, such as Tottenham Carnival and Bruce Castle.

Mounted to the wall under the Bruce Grove railway bridge, the mural was co-created by local residents, businesses, community groups, and resident artist Anna Nicolo, as part of the Pride in Bruce Grove project.

The project aims to improve neglected and underused public spaces, and the mural is a beautiful example of how collaboration and creativity can transform a community.



We are bold: Sustainability

We are committed to delivering Net Zero works across our contracts.

As part of this, we have committed to planting 1 sapling per 1 tonne of carbon dioxide equivalent we have generated.

In 2023 we donated 660 saplings to Haringey Council to offset the CO2 produced for works completed in 2022. The variety of trees donated were used by the Council and the Conservation Volunteers to create a small forest in Perth Road Playing Fields in Wood Green. This initiative not only contributes to the biodiversity of the area, but also provides a greener and more pleasant space for residents to enjoy and to connect with nature.



We are bold: Sustainability

We are committed to delivering Net Zero works across our contracts

Investing in our fleet:

- We have recently taken delivery of 10 fully electric Nissan Townstar vans. With a range of 183 miles per charge, the brand-new vehicles come with a variety of safety features, including lane departure warning and automatic emergency braking. With charging points in place at our head office and depots, including our Garman Road Depot in Haringey, users can charge the vans quickly and easily whenever needed. In line with our ambitious commitment to reach Net Zero by the end of 2025, the new vehicles are part of our ongoing investment in sustainable transport and plant.
- We have also added the London EV Company (LEVC) VN5 Electric Van to our fleet. With an extended range of up to 370 miles, the 2.5 tonne low emission hybrid model will be used across our surfacing contracts, as part of our strategy to reach Net Zero by 2025.

