



Social Value at ENGIE

01 Introduction

ENGIE UK & Ireland has the purpose of 'Making Zero Carbon Happen', enabling stakeholders to deliver on their climate commitments through sustainable initiatives and energy solutions in several ways. These include reducing customer carbon emissions through energy and services, greening energy supply by investment in decarbonised & decentralised infrastructure, accelerating progress through technology, data and innovative partnerships and shaping the future of responsible business to ensure a fair transition.

We combine these capabilities to make the zero carbon transition possible for individuals, businesses and communities throughout the UK & Ireland.

ENGIE's Responsible Business Charter sets out our commitments across four guiding principles, and ensures transparency and accountability on critical issues including speed of supplier payments, person obligations, environmental and social responsibility, living wage, diversity and inclusion. It includes specific commitments to delivering and measuring the social value we create.

Together these commitments help us to enhance the positive impacts, and mitigate the negative impacts, of our activities against the United Nations Sustainable Development Goals (SDG's).



Social Impact and Social Value are largely interchangeable terms that relate to the impacts that we have in communities, i.e. the outputs (e.g. an unemployed person getting a job) and outcomes of the above. Outcomes can relate to the individual (e.g. confidence) and society (e.g. reduced anti-social behaviour).

At ENGIE, social value is the quantification of the relative importance that people place on the changes they experience in their lives. Social Impact is the term we give to all the benefits we deliver for communities and people.

02 Our Social Value Ambition and Key Goals

It is our responsibility to manage our activities in such a way to reduce risk and maximise the positive environmental, social and economic impacts that we deliver for the communities and clients that we serve.

Our social value ambition is to support the creation of more resilient communities through a just transition, by supporting vulnerable groups through education and into independent living, improving air quality, and delivering on our purpose to make zero carbon happen.

Our key goals are:

Roll over the numbers to reveal the goals

We work with clients to identify opportunities for social value, and with our operational teams and supply chains to deliver on our commitments whilst seeking further opportunities to expand the social value delivered within our communities.

Examples of how we do this include improving employment and training initiatives (e.g. recruiting apprentices, offering work experience), volunteering in the local community, supply chain spend with local suppliers and the Voluntary, Community and Social Enterprise sector and environmental initiatives such as reducing travel emissions, reducing energy consumption and improving air quality.



03 Measuring Social Value

ENGIE records all social value activities across our contracts on our online Responsible Business App, a bespoke system that we have created in collaboration with key social value partners such as Social Value Portal and HACT (Housing Associations' Charitable Trust).

Our system synthesises the major social indicators from their frameworks, Social Value Bank and the National TOMs (Themes, Outcomes and Measures) Framework, into one comprehensive ENGIE framework which enables us to track and report on financial and non-financial social value.

This system produces the total social value corresponding to each identified outcome which helps us to accurately capture and articulate our social impact.

We have also identified associated UN Sustainable Development Goals, using these to identify opportunities to add value to our communities, where these outcomes have the greatest impact.

04 Governance

We established an independent external Scrutiny Board in mid-2018. The Scrutiny Board is supported and independently validated by the Centre for Governance and Scrutiny – a national centre of expertise.

The Scrutiny Board evaluates our performance on responsible business, including social impact, and produces an annual report that is published in the public domain.

Scrutinising our governance in this way reinforces our behaviours and culture and ensures that we continue to challenge ourselves as a responsible business

05 Pledges and Commitments



To enhance opportunities for some of the UK's most vulnerable young people to find work by offering employability workshops, traineeships and work placements. This creates a diverse and inclusive workforce and demonstrating our genuine commitment as a signatory of the Care Leavers Covenant.
Social Value Priorities: Social, Jobs, Innovation



To enhance our workforce with individuals who have invaluable transferable skills including leadership, teamwork, commitment, planning and project management by offering employability workshops, traineeships, work placements and job opportunities. Resulting in a skilled workforce and demonstrating our genuine commitment as a signatory of the Armed Forces Covenant.
Social Value Priorities: Social, Jobs, Innovation



To enhance accessibility and opportunity to those with special educational needs and disabilities by adapting our Social Value offering to maximise inclusivity in SEND settings and with SEND support organisations. This will ensure our Social Value activity and workforce reflects a diversity of capability demonstrating our commitment to being a Disability Confident Employer.
Social Value Priorities: Social, Jobs, Innovation



The Prince's Responsible Business Network
Race at Work Charter signatory

To equip those from BAME communities with the skills, knowledge and confidence through outreach workshops and extended support, to access employment opportunities. This will ensure our Social Value activity is targeted and promotes a workforce within ENGIE and wider organisations that reflects the cultural diversity of the communities in which we work, supported by the Race at Work Charter.
Social Value Priorities: Social, Jobs, Innovation



Playing our part in addressing youth unemployment and skills shortage, to inspire young people and create a pipeline of future talent, by offering careers workshops, taster days, work placements, and apprenticeships, to equip them with the skills and confidence to apply for job opportunities.
Social Value Priorities: Social, Jobs, Innovation



To support women affected by abuse to enter or re-enter the workplace. Equipping women with confidence, access to mentoring, employability sessions, training, up-skilling and paid employment opportunities.
Social Value Priorities: Social, Jobs, Growth, Innovation



Through our Social Mobility Pledge, we aim to support those from disadvantaged groups and most at risk in our commitments to reach out to schools and colleges to provide careers advice, mentoring and enrichment experiences, provide work experience and apprenticeships to people from disadvantaged backgrounds and circumstances and to ensure we adopt recruitment practices which promoting a level playing field.
Social Value Priorities: Social, Jobs, Innovation





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