

Community Engagement Policy

As a family-run business, Pellikaan Construction Ltd has always been committed to supporting and investing in the communities in which we work.

Pellikaan recognises that construction activities have an impact on the local populace, economy and environment. We understand that we have a duty of care to respect, support and protect the areas in which we operate.

We strongly believe in helping the communities in which we work. We embrace legislation such as the Social Value Act 2012 and seek to develop and improve the economic, social and environmental well-being of not only the areas in which we work, but our home towns too.

Pellikaan is committed to providing a positive presence and also follow the Considerate Constructors Code of Practice.

Our focus as a business is to deliver construction excellence, sustainable solutions and value for money. We are also acutely aware of our duty of care to the communities we work in and aim to 'always give something back'.

This Community Engagement Policy compliments and supports the company's Corporate Social Responsibility Policy and to this end, we are proactive in our approach in six key areas:

- Community
- Health & safety
- Environment & sustainability
- Our people
- Our clients
- Our supply-chain partners

All community engagement is overseen by the company's director.

Date: 23 August 2022

Signed:



Gert-Jan Peeters
Managing Director

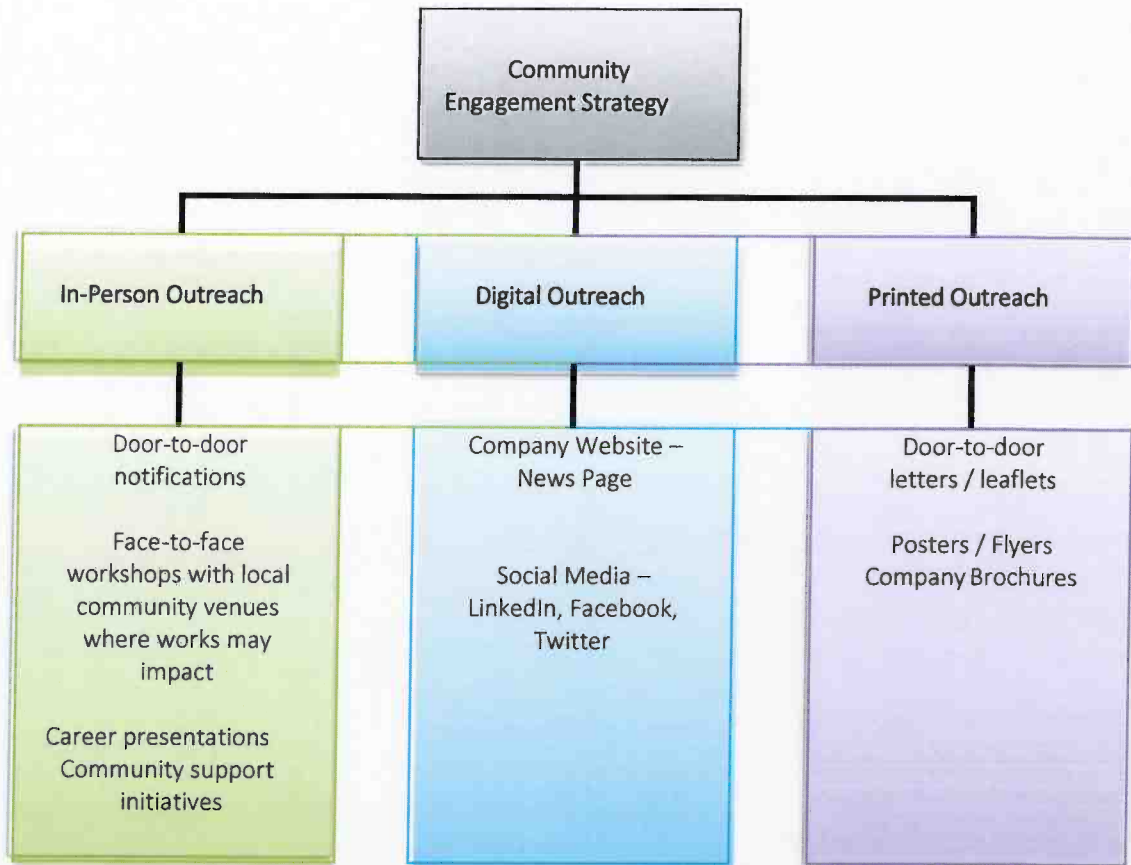
Supporting the local community

Pellikaan is committed to the communities where we work and aim to enhance the economy by the targeted use of local suppliers and subcontractors. We also aim to provide responsible and meaningful opportunities to local people. This approach provides a platform of measurement from which we can constantly improve and maximise our performance.

- **Work Experience opportunities** – we welcome work experience candidates throughout the year; ranging from school pupils, college students, trainees and to those looking to get back into work.
- **School and college engagement** – we work with local schools and colleges by attending career talk and events and by inviting pupils and students to visit our sites.
- **Local employment** – we implement a local employment culture and do our best to subcontract our works with local contractors to enrich the community.
- **Local suppliers** – for each contract we aim to have a minimum of one local supplier tendering per sublet package of works.
- **Site visits and community consultation** – Pellikaan sites are registered and administered under the Considerate Constructors initiative. Part of this includes creating site specific literature, assigning a designated community officer (site management) to each scheme and conducting public consultations to keep our neighbours up to date.
- **Supporting charity** – part of our CSR Policy involves supporting local charities, often those close to our staffs' hearts. We aim to support at least one local charity on any given site.
- **Site specific support** – our site teams really are close to the communities they work in and are passionate about helping local projects, often in the most simple of ways, including donating any leftover supplies such as timber, ply, blockwork or any other sort of materials to the local community for their personal projects.

Community engagement strategy plan

The following community engagement strategy plan will be reviewed and considered on a project- by-project basis.



Project name:			Project No.:	
WHEN <i>Date communication or engagement will take place</i>	WHO <i>People and groups you plan to communicate or engage with</i>	WHY <i>Purpose of your communication or engagement</i>	LEAD <i>Person Responsible of communication or engagement activity</i>	STATUS <i>Current position of planned engagement or activity</i>