

Community Engagement Policy

23 August 2022

Last reviewed: 15 November 2024



Policy Statement

As a family-run business, Pellikaan Construction Ltd (Pellikaan) 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 hometowns 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'.

Integration with Corporate Social Responsibility

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.

Supporting the local community

As detailed above, Pellikaan is committed to the communities where it works. We aim to provide responsible and meaningful opportunities to local people.

We wish to generate lasting positive impact in communities affected by our works. In doing so, where we can, we work in partnership with a range of organisations. These include, for example, learning providers, colleges, JobCentre Plus, and community-based social enterprises, charitable and voluntary organisations. They know their locality well and help us both to reach the right people and to provide real local benefit.

We also support local communities through carefully considered use of local suppliers and subcontractors. This generates opportunities for local people and supports the local economy.

Through these relationships, we provide:

- **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. Pellikaan and supplier/subcontractor staff take part in this activity.
- **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. Our aim in using local suppliers is to support their businesses, helping them to keep local people in sustained jobs, and strengthen the economy within local communities.
- **Site visits and community consultation** – Pellikaan sites is 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 simplest of ways. This includes donating any leftover supplies such as timber, ply, blockwork or any other sort of materials to the local community for its projects.

We aim particularly to support projects that improve quality of life for local people. These might include the environment/ sustainability, sports, fighting poverty, and children and young people.

Community engagement strategy plan

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

Community Engagement Strategy

In-Person Outreach	Digital Outreach	Printed Outreach
Door-to-door notifications	Company Website – News Page	Door-to-door letters / leaflets
Face-to-face workshops with local community venues where works may impact	Social Media – LinkedIn, Facebook, Twitter	Posters / Flyers Company Brochures
Career presentations Community support initiatives		

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>

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

Authorisation

This Community Engagement Policy carries the commitment of the Pellikaan Board of Directors and, has been signed as such by the Managing Director.

Signed: 

Date: 23 August 2022
Last reviewed : 30 September 2024
Name: Gert-Jan Peeters
Designation: Managing Director