

COMMUNITY ENGAGEMENT POLICY 2023

This policy covers all forms of our community engagement across all service areas and geographical parts of the country. ,



COMMUNITY ENGAGEMENT POLICY

As an Independently-run business, DHMS Civils Ltd has always been committed to supporting and investing in the communities in which we work. DHMS Civils Ltd recognise 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. Our commitment to creating a positive legacy is shown by following Constructionline's Social Value framework. DHMS Civils Ltd 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 giving 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 Marketing Manager and initiatives are undertaken with the full support of the senior management team.

Supporting the Local Community

DHMS Civils Ltd is committed to the communities where we work and aim to enhance the economy by the targeted use of local suppliers and sub-contractors. 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.
- [Complimenting Academic Studies](#) - a strong component of our turnover comes from the education sector and we come into contact with students undertaking construction courses who are keen to gain practical experience. We will employ Construction Students on summer placements and will actively work with establishments to offer employment advice to students.
 - [Apprenticeships/Training](#) – we have partnered with Colleges to provide work experience with their Level 2 Trade Apprentices. We would look to engage with more local colleges to provide similar.
 - [Local Employment](#) – we implement local employment driers within relevant projects and these include a minimum of two employment opportunities [er £1m project spend, provision of four weeks of onsite training for local/unemployed residents per £1m project spend and assignment of local DHMS Civils employees to the project.

- **Local Suppliers** – for each contract we aim to have a minimum of one local supplier tendering per sublet package of works with a minimum of 5% of the contract value being delivered by local suppliers.
- **Site Visits and Community Consultation** – where appropriate, DHMS Civils sites are registered and administered under the Considerate Constructors initiative. Part of this includes creating site specific literature, assigning a designated community officer to each scheme and conducting public consultations to keep our neighbours up to date.
- **Social Media** – each relevant site will have an established Twitter account to allow feeds to keep the public updated.
- **Team Sponsorship** – we routinely sponsor groups and teams, including Thirsk Falcons Junior Football Team.
- **Supporting Charity** – part of our CSR Policy involves supporting local charities, often those close to our staffs' hearts. Recent charities include Royal Marines Association.
- **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 a supply to heras fencing to a local animal sanctuary.

Chris Hindmarch

Chris Hindmarch
Director
DHMS Civils Ltd.
17th May 2023

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
<ul style="list-style-type: none">• Door to Door Notifications• Face to Face Workshops with Local community venues where works may impact• Exhibitions• Education Workshops• Career Presentations• Community Support Initiatives	<ul style="list-style-type: none">• Company Website - News Page• Emails to Project Distribution List and Community Organisations where necessary• Social media - LinkedIn & Facebook• Webinars/Online Teams or Zoom meetings	<ul style="list-style-type: none">• Door - to Door letter drops / leaflets• Posters / Flyers• Company Brochures

www.dhmsscivils.co.uk