

Social Value Policy

JSPC Group LTD

1. Policy Statement

JSPC Group LTD is committed to delivering positive social value through all of our business activities. We recognise that, as a supplier operating within the rail industry, we have a responsibility to contribute to sustainable communities, inclusive growth, and positive environmental and social outcomes.

In alignment with the principles and expectations of **Network Rail** and **Iarnród Éireann**, JSPC Group LTD is committed to embedding social value into the way we plan, deliver, and manage our work.

Social value considerations will be integrated alongside safety, quality, and commercial performance, and we will work collaboratively with clients, supply-chain partners, and communities to maximise positive impact.

2. Scope

This policy applies to:

- All employees, agency workers, and directors of JSPC Group LTD
- All subcontractors, suppliers, and business partners
- All work activities undertaken on behalf of JSPC Group LTD
- All locations, including rail infrastructure, depots, offices, and local communities affected by our work

Compliance with this policy is mandatory.

3. Standards, Legislation, and Framework Alignment

This policy is aligned with the following standards, strategies, and legislative frameworks:

United Kingdom – Network Rail Alignment

- **Network Rail Supplier Code of Conduct**
- **Network Rail Sustainable Development Strategy**
- **Network Rail Social Value Framework**

- Public Services (Social Value) Act 2012
- **NR/L2/OHS/001 – Safety Management System** (leadership, behaviours, and workforce engagement)

Ireland – Iarnród Éireann Alignment

- **Iarnród Éireann Sustainability Strategy**
- **Iarnród Éireann Safety Management System (SMS)**
- National Development Plan (Ireland)
- Safety, Health and Welfare at Work Act 2005

Best Practice and International Standards

- ISO 26000 – Guidance on Social Responsibility
- UN Sustainable Development Goals (SDGs)
- Equality Act 2010 (UK)
- Employment Equality Acts (Ireland)

4. Our Social Value Commitments

(Network Rail Social Value Themes | Iarnród Éireann Sustainability Objectives)

JSPC Group LTD commits to delivering social value across the following key areas:

- Supporting local employment and skills development
- Promoting equality, diversity, and inclusion
- Protecting health, safety, and wellbeing
- Engaging positively with local communities
- Supporting environmental sustainability
- Acting ethically and responsibly in all business activities

5. Employment, Skills, and Local Economic Growth

(Public Services (Social Value) Act 2012 | Network Rail Social Value Framework)

JSPC Group LTD will:

- Support local employment opportunities where practicable

- Promote apprenticeships, training, and skills development
 - Engage with local education providers and training organisations
 - Encourage fair pay and secure employment practices
 - Use local suppliers and SMEs where possible
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6. Equality, Diversity, and Inclusion

(Equality Act 2010 | Employment Equality Acts | Network Rail & IE Expectations)

JSPC Group LTD is committed to:

- Providing equal opportunities for all
- Preventing discrimination, harassment, and victimisation
- Promoting an inclusive and respectful working environment
- Supporting underrepresented groups into the rail industry

These commitments support Network Rail and Irish Rail objectives to create a diverse and inclusive workforce.

7. Health, Safety, and Wellbeing

(NR/L2/OHS/001 | Iarnród Éireann SMS)

Protecting the health, safety, and wellbeing of our workforce and the public is fundamental to our social value delivery.

JSPC Group LTD will:

- Maintain safe systems of work
- Promote mental health and wellbeing initiatives
- Manage fatigue, fitness for duty, and working hours responsibly
- Encourage open reporting of safety concerns

Safety will never be compromised for social, environmental, or commercial gain.

8. Community Engagement

(Network Rail Community Engagement Principles | IE Stakeholder Engagement)

JSPC Group LTD will:

- Engage constructively with communities affected by our work
 - Minimise disruption and communicate clearly with stakeholders
 - Support community initiatives where appropriate
 - Respect local environments, cultures, and heritage
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9. Environmental and Sustainable Practices

(Network Rail Sustainable Development Strategy | IE Sustainability Strategy)

JSPC Group LTD will support environmental sustainability by:

- Reducing waste and promoting recycling
- Using resources efficiently
- Supporting low-carbon and environmentally responsible practices
- Working with suppliers to reduce environmental impacts

Environmental responsibility is recognised as a key component of social value.

10. Ethical Behaviour and Responsible Supply Chains

(Network Rail Supplier Code of Conduct | IE Ethical Standards)

JSPC Group LTD will:

- Operate ethically, transparently, and lawfully
 - Prevent modern slavery and unethical labour practices
 - Promote responsible procurement and supply-chain management
 - Require suppliers to uphold equivalent social value standards
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11. Measurement, Monitoring, and Reporting

(Network Rail Social Value Framework | Best Practice)

JSPC Group LTD will:

- Identify relevant social value objectives for projects and contracts
- Monitor performance against agreed measures
- Record and evidence social value outcomes

- Provide information to Network Rail, Irish Rail, or clients upon request
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12. Reporting Concerns and Whistleblowing

JSPC Group LTD encourages the reporting of any concerns relating to:

- Ethical behaviour
- Social value commitments
- Community or workforce impacts

Concerns may be raised through line management or the company's whistleblowing procedure and will be treated confidentially.

13. Continuous Improvement

JSPC Group LTD is committed to continually improving its social value performance by:

- Reviewing objectives and outcomes
 - Learning from experience and feedback
 - Updating practices to reflect evolving standards and client expectations
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14. Approval

This Social Value Policy has been approved by the Directors of JSPC Group LTD and is effective immediately.

Signed:

Director

JSPC Group LTD

Date: J. Sands