

ODS Social Value Plan

ODS Group is committed to delivering Social Value and creating impact locally in the communities that they serve. This plan is based around 4 Pillars: Our Workforce, Our Community, Our Environment and Our Supply Chain

Our Workforce

Investing in our people to enable them to develop and grow with the business	How
<ul style="list-style-type: none"> • Sending people home safely every day 	Embedding a safety first and wellbeing culture
<ul style="list-style-type: none"> • Providing apprenticeships and training opportunities 	Working with organisations (e.g. education establishments) to create the ODS Academy
<ul style="list-style-type: none"> • Seeking out those furthest from the workforce and providing opportunities for entry 	Signing up to initiatives like the Care Leavers or Armed Forces Covenants. Promoting diversity and partnering with organisations that work in this area
<ul style="list-style-type: none"> • Ensuring our pay structures are competitive 	By conducting regular reviews and maintaining, as a minimum, the Oxford Living Wage.

Our Community

Supporting the economy by buying locally and encouraging local projects with advice and investment	How
<ul style="list-style-type: none"> • Co-design happy and healthy communities 	By engaging with and listening to residents and those who benefit from our services
<ul style="list-style-type: none"> • Support local initiatives and projects that deliver social impact 	Either through investment through our social value fund or by action or advice on our community days
<ul style="list-style-type: none"> • 50% of every tender opportunity must ensure accessibility for local organisations 	Structuring the tender in such a way that makes it possible for local, smaller organisations to apply

Our Environment

Exercising our responsibility to leave a positive impact on our environment	How
<ul style="list-style-type: none"> Focusing on letting our city breathe 	By having a target that by 2023 25% of our fleet will be zero and reduced emissions vehicles & we have a commitment to reducing our carbon miles
<ul style="list-style-type: none"> Buying responsibly 	Using materials and products from sustainable and ethical sources wherever possible
<ul style="list-style-type: none"> Supporting the 2030 agenda for sustainable development 	<p>In particular:</p> <p>Goal 9 – Industry, Innovation and Infrastructure. We will consider low carbon technologies and consider ways to tackle climate change</p> <p>Goal 11 – Sustainable Cities & Communities. We will engage with our residents to ensure that we are providing innovative, clean and valued services</p>

Our Supply Chain

Our Supply Chain are an extension of us	How
<ul style="list-style-type: none"> • Increase spend with the VCSE sector 	By creating targets – 5% of addressable spend by 2025
<ul style="list-style-type: none"> • Market building 	Work with local organisations to enable them to develop. Look at areas where there are shortages and create opportunity
<ul style="list-style-type: none"> • Build partnerships that benefit our local communities 	Collaborate on joint initiatives, for example, creating a social value fund
<ul style="list-style-type: none"> • Choosing suppliers with the same ethos as us 	Allocating a minimum of 15% to Social Value in our tenders

