



GROUP

SOCIAL VALUE STRATEGY



Planting wildflowers with one of our local primary schools

Reviewed January 2021

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Our Social Value Strategy

Our social value strategy is simple.

We believe in committing to promoting positive social, economic and environmental impacts. Our work is outside, carried out in the environment that surrounds rural communities. It supports recycling, sustainable waste management and farming, and creates new habitats from heavily exploited and industrial landscapes. Because of the very nature of what we do, our projects have long-lasting beneficial impacts on communities, and we are proud of what we achieve for local people.

We consider the social value impacts of every business decision we make, from who we employ and how we operate, to how we interact with the communities local to our work and how we source and procure products and services. We also work proactively with our customers, helping them to achieve their social value goals.

Our social value strategy has **three core aims**, supporting several of the [UN Sustainable Development Goals](#). Our aims are to –

- 1. Improve the environment** - through improvement of local amenity, increasing biodiversity and creation of green spaces. We promote soil health through the provision of sustainable sources of organic matter and reduce reliance on artificial fertilisers and soil improvers.
- 2. Reduce inequality** - through sourcing local suppliers and using local sub-contractors, to help us deliver exceptional service to our customers. We pride ourselves on having an experienced and happy workforce, suitably qualified for their roles, and supporting training and CPD of our staff.
- 3. Create education opportunities** - through contributing to outreach programmes in our local community, including schools, charities, colleges and universities. We support applied scientific research and promote knowledge transfer between academia and industry.

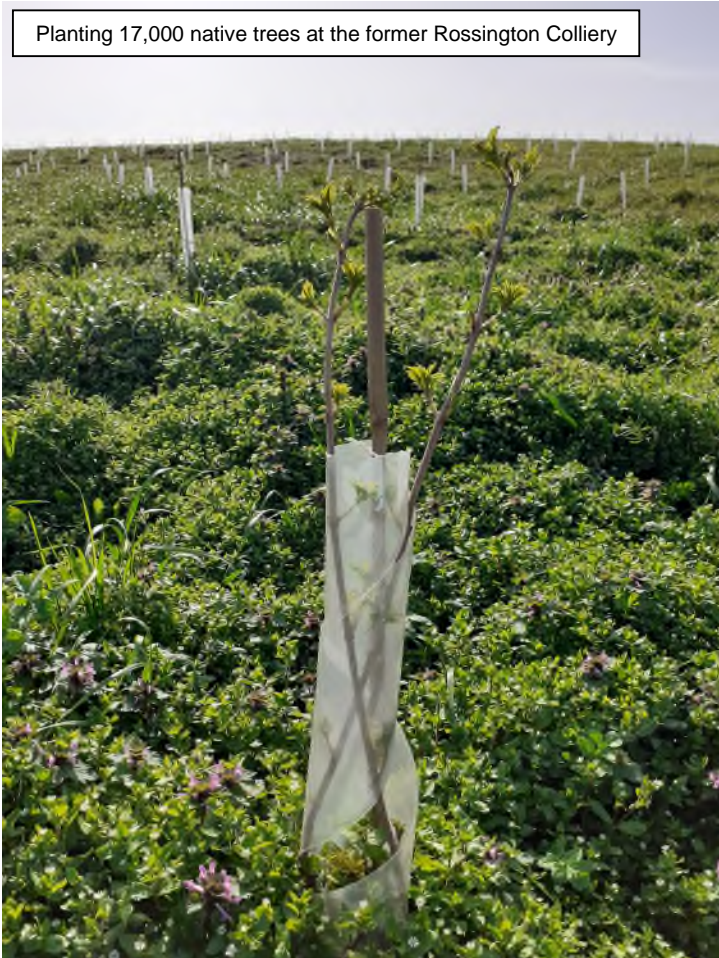
Thank you,
The 4R Directors

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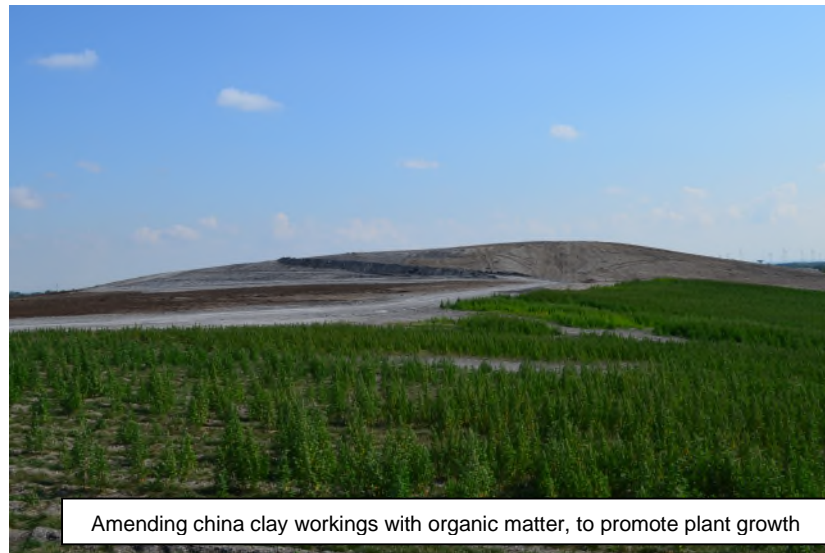


Improving the Environment

Planting 17,000 native trees at the former Rossington Colliery



- **OUR GOAL:** Improve local amenity & increase biodiversity.
- **HOW WE WILL ACHIEVE THIS:** We will continue to restore areas significantly disturbed and impacted by mining and mineral extraction and other industries. We will use sustainable sources of organic matter and nutrients to create soil from spoil. We will create grasslands and woodlands to encourage wildlife and restore landscapes.



Amending china clay workings with organic matter, to promote plant growth



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Improving the Environment

- **OUR GOAL:** Reduce reliance on carbon-intensive, artificially manufactured fertilisers and promote soil health using more sustainable alternatives.
- **HOW WE WILL ACHIEVE THIS:** We will continue to promote use of quality wastes and by-products as sources of nutrients for crops, to replace artificial fertilisers. We will encourage farmers to add organic matter back into their soil, to improve soil health and soil function. We will promote a positive market for sustainable alternatives of fertilisers, soil conditioners and lime.

Adding vital organic matter back to soil using water treatment works cake



Replacing artificial N fertilisers with PAS100/QP digestate



Improving soil structure with PAS110/QP compost



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Reducing Inequality



- **OUR GOAL:** Source local suppliers and employment opportunities for local people.
- **HOW WE WILL ACHIEVE THIS:** We will source products and services from local businesses, including locally-based sub-contractors whenever we can. We will provide work experience opportunities and employ local people to run our offices and our recycling facilities. We will support our suppliers and our staff through dedicated task-specific training.

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Reducing Inequality



Soil classification training for our field operatives

- **OUR GOAL:** Provide training and education opportunities for all our staff, supporting individuals in their career progression.
- **HOW WE WILL ACHIEVE THIS:** We will continue to provide regular, role-specific training across our business, catering for different needs and abilities of our staff. We will carry out training gap analysis for each individual employee during regular appraisals and commit to delivering training and providing opportunities to gain additional relevant skills and qualifications. We will pay for staff to maintain their professional memberships and CPD.



Technical competence training for all our permitted operations



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Create Education Opportunities

- **OUR GOAL:** Contribute to outreach programmes in our local communities through delivering talks and activities and donating products.
- **HOW WE WILL ACHIEVE THIS:** We will give talks about our work, farming, land restoration and waste management to local primary and secondary schools, either presenting at their school or by inviting them on site visits. We will engage with local charities supporting people with learning disabilities and help them with their work through provision of materials.

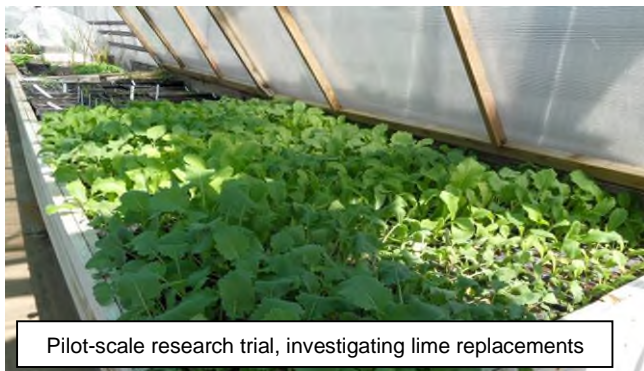


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Create Education Opportunities

- **OUR GOAL:** We will provide education opportunities to others through partnerships with further and higher education institutes.
- **HOW WE WILL ACHIEVE THIS:** We will continue to support education and applied scientific research opportunities for our industry by partnering with colleges and universities. We will support students through provision of research materials, workplace experience, project mentoring and knowledge transfer. We will support undergraduate dissertation research, and post graduate research opportunities.



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