



Langley Social Value Report 2022

Social Value in Action

How Langley is helping to deliver social value



Introduction

Langley began specialising in flat roofing membranes in the early 1960s and in 1972, introduced the first SBS modified bituminous membrane system to the UK market. Langley and its operating divisions have since expanded as market differentiators by providing innovative end-to-end built environment services serving the roofing industry and green infrastructure.

With 'For Better Living' as our guiding principle, we strive to do more than just designing, supplying, and maintaining roofs that are compliant with the strictest standards. We look to make a positive difference in the lives of everyone we engage with - be it individuals, communities, stakeholders, or the environment - by providing long-term value.

Roofing has evolved. Volume, price, and profit are no longer the sole components of currency; energy efficiency, sustainability and social value are now integral elements. Rather than merely protecting assets, roofs have become an attractive feature for residents and the community, promoting an environmentally friendly balance between the natural and constructed worlds while facilitating a diverse array of life.

Our shared core values (SPIRE) are at the heart of our company, strengthening our commitment to delivering Social Value.

Safety, Purpose, Innovation, Responsibility, Expertise

The P in our SPIRE values stands for Purpose:

We are a people first business.

We work as a team.

We treat everyone with fairness, dignity and respect.

We understand our role in supporting sustainability.

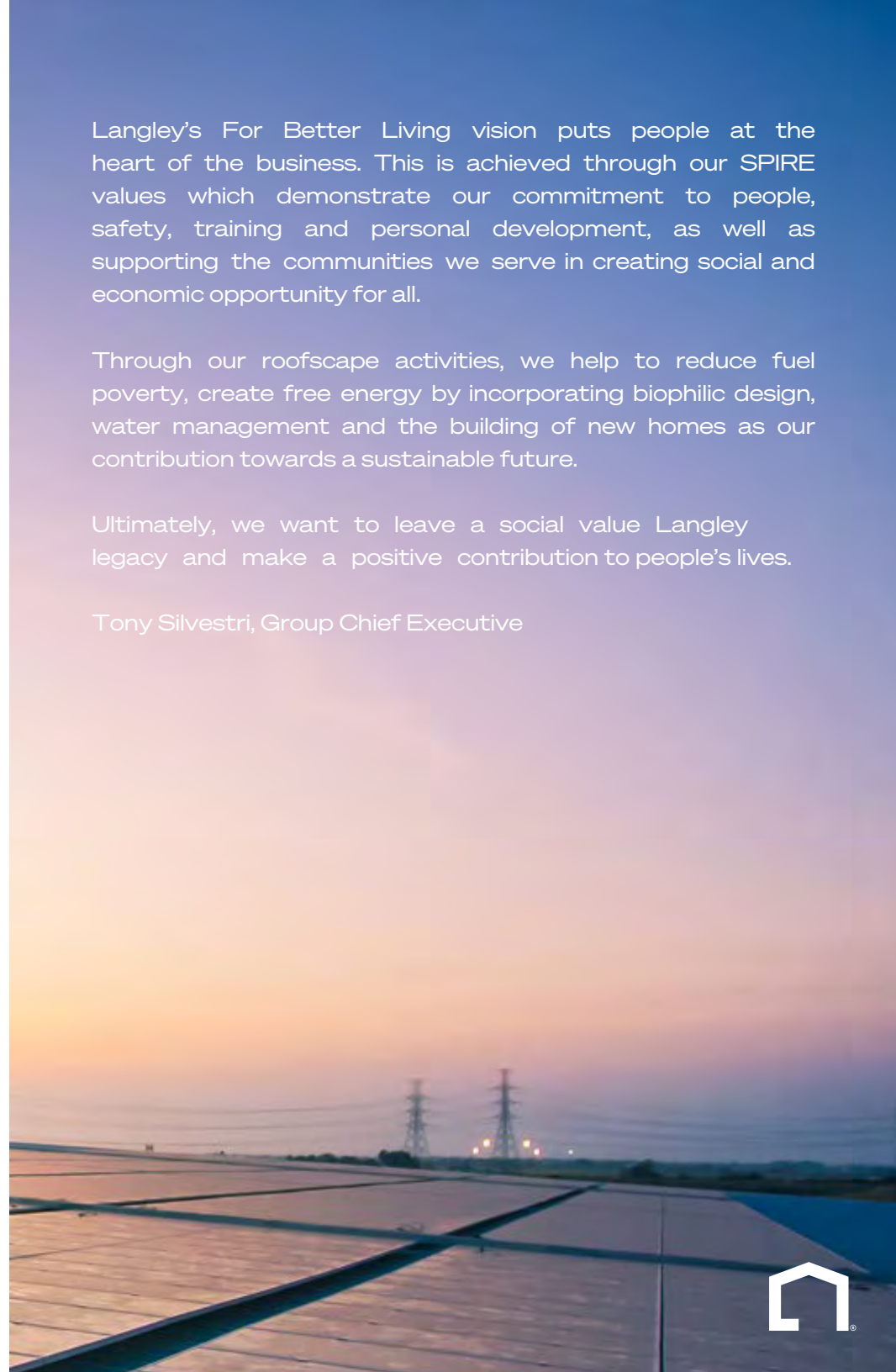


Langley's For Better Living vision puts people at the heart of the business. This is achieved through our SPIRE values which demonstrate our commitment to people, safety, training and personal development, as well as supporting the communities we serve in creating social and economic opportunity for all.

Through our roofscape activities, we help to reduce fuel poverty, create free energy by incorporating biophilic design, water management and the building of new homes as our contribution towards a sustainable future.

Ultimately, we want to leave a social value Langley legacy and make a positive contribution to people's lives.

Tony Silvestri, Group Chief Executive



Social Value UK (SVUK)

With the assistance of an authoritative, professional body such as SVUK, we have incorporated reliable processes into our corporate policies to standardise Social Value. Following Cabinet approval, we are adhering to the Social Return on Investment (SROI) protocols for effective Social Impact Management.

We have implemented a unified stakeholder engagement model to cooperate with staff, approved contractors, local governments and community members in order to impact Social Value associated choices and guarantee efficacious measurements.



Social Return On Investment (SROI)

Promotion, Usage of Social Value

The context of this report is to illustrate the Langley SROI forecast (2022), demonstrating our social wellbeing, economic and environmental impact.

The SVUK methodology enabled Langley to follow a structured process to analyse the reporting period's social value activities through a social value map culminating in the SROI result of £717,952.

For every £1 we invested, we generated £7.80 in social return. We use the National TOMs framework, an industry-recognised social value calculation, to quantify our social value activity.

for every **£1** we invested
we generated
in Social Value **£7.80**

total Social Value
£717,952
generated

“We are delighted to be working with Langley on their social value journey and commend their commitment to taking more decisions that account for the impacts they have on people,” said Social Value UK Private Sector Lead Charlotte Österman.

“Since becoming a member, Langley has demonstrated an exemplary commitment to continued learning and improvement. They proactively requested an external review of their systems, which Social Value UK carried out.

We were delighted to see ambitious plans for a social enterprise training entity and a system for regular reporting. Close stakeholder engagement during this project will enable Langley to manage the social value generated and understand the impact they have. We feel confident Langley will use these findings to incorporate stakeholder engagement into the wider decision-making process across the entire business and thus excel on their social value journey. Our ambition is to see Langley awarded a Social Value Management Certificate, should they continue in this excellent direction of travel.”

SOCIAL VALUE UK





110 People provided with educational interventions (NVQ's, apprentices, NEETs, graduates, school students, work exp)

292 Training days invested to support the industry in raising standards and quality

£76,540 investment creating £430,831.81 of Social Value

Social Enterprise Company

Promoting Local Skills, Training and Employment

At Langley, training is a vital part of our culture. It is more than just up-skilling the next generation and continuous professional development. It is also about delivering social value and improving lives through better careers.

Langley Training Services, an approved government (ESFA) training provider for apprenticeships, demonstrates the Langley Group's commitment to delivering social value directly to transform people's lives.

Investments have provided our approved contractor network, clients and diverse stakeholders with opportunities to access Langley's diverse education and training products (NVQs, Health and Safety, Retrofit and Apprenticeships), delivering positive socio-economic impact nationally to improve lives.

"Apprentices on board with Langley all experienced an outstanding support during their journey. We have noticed a huge personal self-development through all our apprentices and a great understanding of the current field they are in."
Contractor, Ashe Roofing

Sustainability

Our business is powered by sustainability and our product and service solutions reflect our commitment to the For Better Living vision. We invite our employees, customers, and the global community to join us in taking action against the climate emergency and to preserve the environment.

Our Sustainability Policy provides a framework enabling Langley to deliver a positive impact across the following SDGs, measured through our Environmental Social Governance (ESG).

Our focus is on ensuring that we create an environmentally sustainable future by contributing to the following Sustainable Development Goals (SDGs).



Remote working

(4 to 1)
has saved **7.17**
tonnes of carbon



recycled
98.9%
of waste

15 tonnes

of waste

is recycled

Reducing paper
usage by

 **70.9%**

Healthier, Safer and More Resilient Communities

We actively support national community groups, charities, SME's and the third sector to create value for the most disadvantaged groups by unlocking opportunities to improve their lives and independence. Our work streams support the government leveling up agenda and focus on social mobility drivers.

The Social Value Policy provides staff with dedicated volunteering time to participate in various collaborative projects to support our clients and community partners locally and regionally.

£16,149

investment of donations
made to support local
community projects



60.5 hours
of community volunteering

with
£3,344

invested to improve
community assets



“Wates is delighted to be working in partnership with Langley, who consistently show professionalism, and conscientiousness and are adaptable at delivering tangible social value for us. The team are friendly, helpful, with an abundance of energy and enthusiasm, and always willing to support our social value initiatives such as decorating community assets.”

Christina Byrne, Regional Social Value Manager

“The Langley apprenticeship was fantastic and really progressed my learning in great detail.”
TC Apprentice



People, Wellbeing and Reducing Inequalities

Supported by our SPIRE values, Langley has placed great emphasis on upholding business ethics. We have devoted ourselves to fair labour practices and tackling inequality and have established mechanisms to ensure that our employees' wellbeing and mental health are taken care of.

With 'diversity of thought' critical to Langley, we continue to promote equality, diversity and inclusion to ensure everyone has access to the same opportunities. We understand that by promoting fairness, equality and diversity, people of all backgrounds will come together to achieve success inclusively. Diversity and inclusion are embedded in the employment cycle, with expectations about inclusive behaviour commencing at interview and throughout the onboarding process and beyond. With women making up just 13% of the construction sector, we recognise that our business is responsible for promoting gender equality in the industry to increase gender participation. Linked to the excellent work we're doing through our training activities, we are supporting young people into the industry and encouraging diverse participation through our apprenticeship scheme targeting disadvantaged communities to help the government's levelling up agenda to address social mobility.

3 mental health first aiders

12 toolbox talks engaging 275 employees

£10,065 invested to provide programmes engaging **680** employees

0 discriminatory complaints

We want **EVERYONE** to feel they can be themselves

