

1 Social Value

1.1 Overview

Frazer-Nash has a rich history of creating UK jobs and supporting training in emerging sectors. Today our company employs over 1100 staff, mainly from engineering and technology sectors which are recognised on the UK's Shortage Occupation List. With offices across England and Scotland, [REDACTED] we are actively supporting local economies and providing much needed employment opportunities. We also invest heavily in our staff, supporting their personal and professional development, this is embodied in Frazer-Nash's company value, 'we care'.

1.2 Our Company Values

Frazer-Nash's purpose is to help organisations deliver innovative engineering and technology solutions to make lives safe, secure, sustainable, and affordable. This purpose is underpinned by our company's values:

- ▶ We care
- ▶ We deliver success
- ▶ We are trusted
- ▶ We want to do things that matter

We are a people business, our people are at the very heart of what we do, they are the reason our clients work with us to solve some of their greatest challenges. So, 'we care' about our people and support them to develop professionally and personally.

1.3 Breaking Down Barriers

We recognise the value that differences bring to our company. Diversity and a culture of inclusion are vital for us if we are to build a strong sustainable business that harnesses innovation and creativity, two fundamental elements of what makes Frazer-Nash. To deliver our Diversity and Inclusion Ambitions we need to recruit and retain key talent in line with the Equality Act 2010 and the Fair Work Act 2009. We will always work to avoid bias and we will build a culture that values meritocracy, openness, fairness, and transparency.

We will comply with the relevant legislation within the countries we operate and will integrate diversity management with our established and approved management systems covering Quality, Health & Safety, Environmental and Information Security management, in accordance with internationally recognised standards, as applicable.

To deliver this contract we have selected a team based on relevant skills and experience to meet the requirements of this tender and provide a high quality of service to DESNZ. The staff who will deliver this work are from our Leatherhead and Bristol office locations, in the performance of this contract we will be supporting employment opportunities in these areas.

We are committed to fostering a working culture that brings out the very best in our people, regardless of their circumstances, identity, or background. We want our people to be themselves, feel empowered to achieve their personal and professional goals, and know that we respect the unique value they bring to the company. In support of this, we encourage thoughtful behaviours and work to foster a collaborative working environment.

We are all working to promote and support the activities that will strengthen us as an inclusive employer. Not only are we fully committed to the elimination of unlawful and unfair discrimination, but we also value the differences that a diverse workforce brings to the organisation and want an

environment where everyone can be the best they can be and are fairly rewarded and recognised for the work they do. This is the approach that you can expect from our team inclusive throughout the delivery of this contract.

1.4 Overcoming Skills Shortages

The engineering and technology sectors are at the core of our business, without people with these critical skills we would have no business. Therefore, we are acutely aware of the engineering skills shortages recognised nationally in the UK Occupation Shortage list and the need to recruit, train, develop and retain people with these skills to meet demand in this high growth sector. Furthermore, securing this work will continue to demonstrate to our business that hydrogen is an emerging industry where we should invest further by equipping our staff with specialist skills for this sector.

[REDACTED]

[REDACTED]

[REDACTED]

Our Engineering Managers are constantly reviewing the skills in their teams to ensure they have the critical skills resilience required to support our clients. Delivering this project further enhances our ability to create employment and training opportunities in engineering and technology disciplines.

1.5 Our Communities

Our contribution to society is measured by both what we do and how we do it. We work together with our clients and our delivery partners, acting as their colleagues, learning from one another, and always working as a team to deliver the best results. We recognise our values are closely aligned with your social value objectives, and we want to use this project as a chance to create employment and training opportunities, and influence stakeholders.

1.6 Working with partners and subcontractors

[REDACTED]

Frazer-Nash has a dedicated Procurement & Supply Chain Function. We work with a broad range of subcontractors on a regular basis, allowing us to offer our clients a diverse range of experience across different sectors. Our supply chain tracking system includes a robust end to end procurement process.

This starts with supplier due diligence, to screen and approve the suppliers we work with. The approval process includes [REDACTED]

We assess our supplier's experience, accreditations, insurances, and other qualification aspects which may be of interest to our clients. We also ask each supplier to review and confirm compliance with our supplier code of conduct, so that we can be sure that all of our suppliers conduct their business in an ethical and socially responsible manner: www.fnc.co.uk/suppliercode.

1.7 Programme of Outputs

In addition to the explicit objective to engage with the standards bodies to disseminate the results from this research, Frazer-Nash Consultancy has a strong record in engaging with a range of communities, providing thought leadership and similar outputs, at an appropriate level for the audience and the sensitivity of the subject. [REDACTED]

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