

# Community Benefits Policy

akp Scotland Limited have a sustained and developed plan to continually work with the local community to foster positive relationships. We work with local schools, colleges, regeneration companies, local councils and agencies. We enjoy employing and developing young people and look at opportunities for them to join the business, develop and grow. We work with the agencies and local councils to ensure that we are continually looking to employ personnel from the local area. This means that we are up to date with all new projects such as the Youth Employment Initiative and Ready for Business.

We attend business events in the local area to assist with our plan. This can often mean that we are giving talks in schools or colleges on working within the construction industry.

We have a preferred route of looking to employ under achieving, disadvantaged, long term unemployed personnel. We also offer adult apprenticeships within the company as well as youth apprenticeships. We have introduced a number of initiatives including our apprenticeship programme.

We have a sustained and detailed mentoring and support programme for all personnel and this includes all young people. All trainees are mentored by an experienced manager within the company. Any training required is identified by the department head and is managed by them. There is on-going training for all personnel and this is encouraged throughout the company.

We look to employ local subcontractors on all of our projects, using SME companies where possible. We give opportunities to these small companies on supplying materials for projects. We build up an excellent relationship with these companies often working with them regularly over time.

An initial outline of potential placements is put together by akp Scotland Limited prior to commencement of any project to identify possible placements based on the approximate trade and project duration. This template is used to identify where trainees could be placed as part of each particular project.

akp Scotland Limited commits to donating to local charities and community events on a regular basis.

This statement has been developed to operate in conjunction with akp's Equal Opportunities Policy and Training Policy.

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