
Community Engagement Policy

March 2026

Community Engagement Policy

Purpose

At Danny Sullivan Group (DSG), we are committed to creating lasting, positive impact in the communities where we operate. This Community Engagement Policy outlines our approach to building meaningful relationships, supporting local priorities, and delivering social value through inclusive, collaborative action.

Scope

This policy applies to all employees of Danny Sullivan Group Limited (DSG) and its subsidiaries (Danny Sullivan & Sons Ltd, Diamond Construction & Engineering Recruitment Limited, and Danny Sullivan Group Academy Limited), contractors, workers, agency workers, volunteers working across our projects and offices. It supports our broader Social Value strategy and aligns with our commitments under the FIR (Fairness, Inclusion & Respect) framework, and SCSS (Supply Chain Sustainability School).

Our Commitment

We will:

- Engage proactively with local communities to understand their needs, aspirations, and concerns.
- Support community-led initiatives that promote wellbeing, inclusion, and opportunity.
- Create pathways into employment for underrepresented groups, including young people, ex-offenders, and those facing barriers to work. [see Local Employment and Skills Policy]
- Champion volunteering and employee-led action, encouraging staff to contribute time and skills to local causes.
- Collaborate with schools, charities, and local authorities to deliver educational outreach, mentoring, and awareness campaigns.
- Measure and report our impact, using data and feedback to continuously improve our approach.

Principles of Engagement

Our community engagement activities will be:

- Inclusive – ensuring diverse voices are heard and respected.
- Transparent – communicating openly about our intentions and outcomes.
- Responsive – adapting to local priorities and feedback.
- Collaborative – working in partnership with stakeholders to co-design solutions.
- Sustainable – delivering long-term benefits and legacy beyond the life of a project.

Delivery Mechanisms

We will deliver community engagement through:

- Local project teams, empowered to identify and act on community opportunities.
- Employee networks and champions, who lead initiatives aligned with our values.
- Strategic partnerships, including with education providers, charities, and social enterprises.
- Social Value reporting tools, to track engagement activities and outcomes.

Governance & Accountability

- The Social Value Manager will oversee policy implementation and ensure alignment with DSG's strategic goals.
- Project operational leads will be responsible for embedding community engagement into site-level planning and delivery.
- Progress will be reviewed quarterly, with outcomes shared on an annual basis as part of our Social Value reporting.

Review

This policy will be reviewed annually to ensure it remains relevant, effective, and aligned with evolving community needs and industry best practice.



Russell Deards
General Counsel & Company Secretary
1st March 2026