

Social Value Commitment Statement

Introduction

We are Foresight Works, a values-driven, AI-led organisation operating within technology, infrastructure, and construction project delivery. While still in our growth phase, we have a genuine and proactive commitment to embedding social value into its operations, policies, and partnerships. Through a combination of existing practices, cultural values, and clearly defined internal policies, we have established a solid foundation across several key social value themes, including Equal Opportunity, tackling economic inequality, Fighting Climate Change, and Promoting Well-Being. We recognise our role not only as a supplier to major infrastructure projects but also as a responsible employer and collaborator that can positively influence communities, supply chains, and the environment.

Social value is already being created through our practical and embedded approaches. Our flexible, remote-first working model promotes inclusivity, wellbeing, and sustainability. Recruitment is conducted through diverse international networks, and informal mentorship, internal recognition, and team-building activities foster a positive and supportive workplace culture. We have formalised many inclusive principles in our Equal Opportunities Policy and Code of Conduct. Our Environmental Policy clearly states the company's intentions to reduce impact through paper reduction, limited travel, and sustainable working practices.

While Foresight Works social value journey is in its infancy and we are yet to formalise all our social value strategies, such as publishing DEI reports, setting Net Zero targets, or launching structured training programmes, we are open to improvement.

Many initiatives are already in place informally, with plans to expand these as the business grows. The company also recognises its influence within wider delivery ecosystems, particularly in the public sector, and is dedicated to monitoring and increasing its social value contribution in line with the Public Procurement Notice (PPN) 06/20 and 06/21 guidance. This includes exploring customised reporting metrics, strengthening partnerships with SMEs, and embedding sustainability and equity into every layer of its delivery.

1. Equal Opportunity: Reducing workforce inequalities and barriers for underrepresented Groups

Foresight Works is committed to promoting equal opportunity by embedding inclusive practices across its operations. While still in the early stages of formalising some of its approaches, the organisation demonstrates a clear cultural intent to reduce workforce inequalities and remove barriers for underrepresented groups. This commitment is reflected in a number of practical measures already in place, alongside a recognition of where further progress is needed to enhance equity across the employee experience.

The business operates with an Equal Opportunities Policy that explicitly promotes merit-based recruitment and a zero-tolerance stance on discrimination. Inclusive language is actively encouraged in internal communication through the company's Code of Conduct, and flexible, hybrid working arrangements are offered to all employees, creating greater accessibility for individuals with diverse needs and life circumstances. Furthermore, while no formal pay audits have yet been conducted, the company acknowledges this gap and highlights its small organisational size as a current constraint, rather than a lack of intent.

Foresight Works supports informal mentorship within its teams and strives to build a culture where regular recognition of achievements, whether during meetings or on internal channels like Slack, is part of daily practice. Team-building activities are also regularly held, fostering a collaborative and inclusive environment. Although the company has not yet established Employee Resource Groups or launched structured leadership development programmes for underrepresented groups, it demonstrates openness to improvement and a willingness to grow these initiatives in future.

Hiring from diverse backgrounds is promoted across the UK, Israel, and the US, although this is often achieved without formal, targeted recruitment campaigns or blind recruitment practices. However, by embedding inclusive values into its policies and encouraging remote-first working, the company reduces specific structural barriers that can exclude individuals from traditional work environments. While there are still areas needing improvement, such as unconscious bias training, formal DEI reporting, and third-party audits, Foresight Works has established meaningful foundations in creating a workplace that aims to be both inclusive and equitable.

2. Tackling Economic Inequality: Promoting Skills, Employment, and Supply Chain Resilience, Especially for SMEs

Foresight Works recognises the importance of promoting inclusive economic growth by supporting skills development, creating employment opportunities, and contributing to the resilience of SMEs and local supply chains. As a technology-driven organisation operating in the infrastructure and construction sectors, Foresight Works is uniquely placed to support economic inclusion through both its hiring practices and its collaborative relationships with partners. While the business is still growing and formal programmes are in development, it already demonstrates clear intent and tangible actions that align with the goals of tackling economic inequality.

Employment at Foresight Works spans three key regions, the UK, Israel, and the US, with a local hiring approach across these geographies. Although no formal local employment initiative is in place, recruitment naturally supports a diverse, international workforce, including those working remotely. Flexible, hybrid working options further broaden access to employment for those who may face physical, geographic, or social barriers. The organisation also supports informal skills development through on-the-job training and project-based onboarding, helping employees build capability in high-growth sectors such as AI, data, and construction tech.

Foresight Works' commitment to SMEs is evidenced through its preference for working with smaller, specialist service providers on a project-by-project basis. While there is no formal inclusive procurement strategy, this approach naturally encourages SME engagement and supports innovation through agile partnerships. In addition, ad hoc mentoring and technical guidance are offered to SME partners, fostering capacity-building and knowledge-sharing within its network.

Though the company does not yet have structured internship or apprenticeship programmes, it has engaged interns on a flexible basis, offering opportunities to gain experience in a high-tech, impact-driven environment. Prompt payment practices are upheld via internal finance procedures, which supports the financial health of smaller partners and suppliers. Taken together, these activities form a foundation of meaningful social value that the business can continue to build on through more formalised strategies and reporting in the future.

3. Fighting Climate Change: Actions Supporting Environmental Sustainability and Net Zero Targets (PPN 06/21)

Foresight Works recognises the increasing urgency of climate change and the crucial role that technology-led organisations must play in supporting environmental sustainability and the UK government's Net Zero goals. As a remote-first, AI-driven company operating in the infrastructure and construction sector; A sector traditionally linked to high carbon emissions. Foresight Works is well-placed to promote greener working practices both internally and through its partnerships. Although still a relatively small firm, Foresight Works has already taken steps to lessen its environmental impact and has incorporated environmentally responsible practices into its policies, with clear plans to expand its influence over time.

The business has an Environmental Policy that commits to minimising environmental impact, including actions to reduce paper use, promote remote working, and limit travel. While a complete carbon reduction plan (CRP) has not yet been developed and baseline emissions remain uncalculated, the policy offers a foundation for future structured improvements. Due to its remote-first approach, the company naturally minimises travel-related emissions and avoids the energy and resource demands associated with traditional office-based operations. This model also eliminates the need for company fleets, building maintenance, and in-house catering—areas that often have a significant environmental impact load.

Foresight Works currently does not monitor emissions or hold third-party environmental certifications. It also has not yet set renewable energy targets or carried out energy audits. However, it is committed to providing annual Environmental Policy training for staff, thereby increasing awareness of sustainable practices in daily operations. Furthermore, procurement is primarily digital, reducing waste and material consumption.

Although many initiatives remain informal or in early development stages, Foresight Works has taken thoughtful and relevant action in line with PPN 06/21's expectations for small and medium-sized enterprises. Its current practices already support lower emissions and resource use, and its policy commitments establish a solid base for growth in structured reporting, supplier collaboration, and Net Zero planning in the near future.

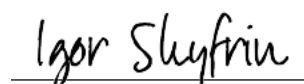
4. Well-being: Measures to Improve Mental and Physical Health for Employees and Communities

Foresight Works recognises that the well-being of its employees is fundamental to building a high-performing, resilient team. Although the organisation is still in a growth phase, it has taken thoughtful steps to embed a culture that values both mental and physical health—particularly within its remote and hybrid working structure. While formalised well-being strategies are still developing, the company's working practices and internal culture already reflect a strong foundation of social value under this theme. As the business continues to scale, there is clear scope and intent to formalise and expand on the informal support mechanisms currently in place. One of the most significant contributors to employee well-being at Foresight Works is its flexible working policy. Most employees work remotely or in hybrid arrangements, allowing individuals to manage their work-life balance in ways that suit their needs and lifestyles. This flexibility is particularly valuable for mental health, reducing stress associated with commuting or rigid schedules and enabling staff to take ownership of their daily routines. This approach is supported culturally, with managers encouraging regular breaks during internal meetings and informal check-ins to help maintain a sense of connection across distributed teams.

Although the company has not yet introduced formal mental health workshops, employee assistance programmes (EAPs), or first aid training, there is a clear emphasis on promoting mental health awareness internally. Recognition of individual and team achievements is embedded into the culture, often celebrated in team meetings and via internal communication platforms like Slack—creating a sense of belonging and appreciation that directly contributes to morale and engagement.

Team-building activities are also held regularly, helping to strengthen interpersonal relationships and reduce the sense of isolation that can sometimes accompany remote work. While there are no formal employee resource groups (ERGs), volunteering policies, or health screening initiatives in place yet, the groundwork laid through flexible working, recognition, and inclusive communication demonstrates Foresight Works' genuine commitment to employee well-being. These early actions signal a proactive attitude towards creating a people-first culture, with room to grow into more structured support programmes as the business evolves.

Signed



Igor Shyfrin, CEO
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