

Social Value Policy

1. Purpose

Uniac is committed to creating positive social, economic and environmental outcomes through the services we provide, the way we operate, and the decisions we make. As a Higher Education sector-owned organisation, we recognise our responsibility to contribute to the success of our members, clients, staff, suppliers, and the wider communities in which we operate.

This policy sets out Uniac's commitment to delivering social value and embedding social value considerations into our business activities.

2. Scope

This policy applies to:

- All Uniac employees and contractors.
- Procurement and supplier management activities.
- Business development and tender submissions.
- Service delivery and client engagement.
- Organisational decision-making and operational practices.

3. Policy Statement

Uniac will seek to maximise social value by:

Supporting the Higher Education Sector

- Reinvesting surpluses into the development of our people, services, benchmarking and thought leadership for the benefit of the Higher Education sector.
- Sharing good practice, insights and emerging risks with members and clients.
- Contributing to stronger governance, risk management and assurance across the sector.

Investing in People

- Providing fair, inclusive and rewarding employment opportunities.

- Supporting professional development, internships, graduate pathways and lifelong learning.
- Promoting equality, diversity and inclusion throughout the organisation.

Supporting Communities

- Encouraging employees to participate in volunteering, mentoring and community initiatives.
- Promoting educational opportunities and career pathways into internal audit, governance and assurance professions.
- Building relationships that support social mobility and access to professional careers.

Responsible Procurement

- Considering social value, sustainability and ethical practices when selecting suppliers.
- Supporting local businesses, SMEs and diverse suppliers where appropriate.
- Working with suppliers who share our commitment to ethical business practices, equality and environmental responsibility.

Environmental Responsibility

- Reducing our environmental impact through responsible business practices and efficient use of resources.
- Encouraging low-carbon travel and digital ways of working.
- Considering environmental sustainability in procurement and operational decision-making.

4. Governance and Accountability

The Chief Executive Officer is responsible for the implementation of this policy.

All employees are expected to consider social value as part of their day-to-day activities and decisions.

Progress against social value commitments will be monitored periodically and reported to the Uniac Board where appropriate.

5. Review

This policy will be reviewed every three years, or sooner where there are significant changes in legislation, regulatory requirements, contractual obligations or organisational priorities.

6. Related policies and processes:

This policy must be read alongside the Uniac Sustainability Strategy.

7. Policy document governance and review

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