

# ANNUAL REVIEW 2024

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# A NOTE FROM OUR DIRECTORS



We are delighted to introduce Hive Projects' second Annual Review. As directors we are incredibly proud of the progress we've made as an organisation and the tangible difference we've achieved through our work. We have remained focused in our pursuit of creating a social impact and leaving a positive legacy as part of our core business. Social impact isn't just something we do as part of our projects, it's part of who we are, embedded in our culture, and a key aspect of our daily operations.

This year has been particularly special for Hive Projects as we achieved B Corp accreditation. This achievement formally recognises us for our dedication to ethical practices. Alongside this, we've achieved other key accreditations and celebrated a record number of award shortlists and also award wins, further highlighting the outstanding work of our teams.

We're thrilled to have raised over £15,000 for our nominated charity partner this year through some fantastic fundraising activities, and it's been great to see our teams and clients participate in the variety of fundraising throughout the year. As Hive has grown, we've also developed new regional relationships with charities to ensure we contribute ethically across all the areas we work in, it's always been important for us to feel genuinely embedded within the regions we serve.

It's incredible to see how far we've come in the five years since Hive was founded. By the end of 2024, our team had grown to nearly 40 employees across three northern regions, reflecting the impressive growth of our business. We also made two major office moves in Manchester and Liverpool, offering our teams better spaces and facilities that support their work and wellbeing.

Internally, we've made further improvements to ensure Hive remains a great place to work. We launched our first formal employee survey, which provided valuable feedback and showed us we're doing right by our people. In response, we've made positive changes to our ways of working and enhanced employee benefits to better support our team.

As we reflect on 2024, we're proud of what we've achieved but remain focused on the future. Social impact will always be at the heart of Hive Projects and we're excited to continue building on this foundation to deliver meaningful change for our communities, clients, delivery partners, and employees in the years to come.

Liz, Mack, Paul & Chris



# WHO WE ARE

## OUR VISION

We aspire to be a driving force for positive change, known for our commitment to quality and customer satisfaction, creating a legacy of sustainable projects that elevate the well-being of individuals and communities alike.

## OUR MISSION

To create a culture of delivering project, cost and programme management to the highest quality and with a continued ambition to improve societal outcomes.

# SOCIAL IMPACT: VOLUNTEERING

At Hive Projects, we actively encourage our teams to dedicate time to volunteering, whether through company-organised activities or personal initiatives. This year, our volunteering programme was more varied than ever, with activities spread across Leeds, Liverpool, and Manchester, reflecting our growing regional presence. Listening to our teams' feedback, we focused on localised, grassroots activities, building relationships with enterprises that align with our values.

The response from our teams was incredible, with every single team member contributing their time to these efforts. We achieved:

- A total of 528 hours to charitable work in 2024.
- Equating to £7,814.40 return on investment.
- All staff members contributing to voluntary activites.



Further into this report, we will spotlight some of the team's favourite charity activities from this year. These moments reflect the meaningful connections our teams have made and the diverse range of initiatives we've been proud to support.

EMPLOYEES ENGAGED  
WITH VOLUNTEERING

VOLUNTEER HOURS  
ACROSS THE BUSINESS

SOCIAL VALUE RETURN  
ON INVESTMENT-  
VOLUNTEERING TIME

**100%**

**528**

**£7,814.40**



# SOCIAL IMPACT: FUNDRAISING

This year marked the second anniversary of our corporate partnership with Manchester Youth Zone, a local grassroots charity that holds a special place in the hearts of many of our team members. Throughout the year, we actively engaged with the charity, supporting day-to-day activities at the youth zone and helping to connect with and inspire the children who use its services.

In addition to our hands-on involvement, we made an ambitious pledge to raise £10,000 to support a new health initiative the Youth Zone wanted to launch.

Our teams enthusiastically embraced this challenge, organising a range of fundraising events, including an Ironman Challenge, a trek over Hadrian's Wall, and, to close the year, a lively Bonkers Bingo evening. These events took meticulous planning and coordination, and our teams worked tirelessly to make them a success. The response from our clients and industry friends was truly overwhelming. The Bonkers Bingo event was a sell-out success, and our Hadrian's Wall trek not only brought our team closer together but also enabled us to surpass our fundraising target.

FUNDRAISING TARGET

**£10,000**

FUNDRAISING ACHIEVED

**£15,564**

# SOCIAL IMPACT: IN ACTION

“  
The company is very good at social value, which I believe is one of our key USPs and one of my favourite aspects of being part of the Hive team.

*Employee Survey Feedback, 2024*

Throughout 2024, our team embraced the opportunity to make a difference by engaging in a variety of volunteering activities with our charity partners. From hands-on community projects to fundraising initiatives, their commitment to social impact has been at the heart of what they do.

Read on to see some of our team's favourite moments of 2024 and how they came together to support our communities.

**100%**

LOVE THE CHARITY  
PARTNERS WE WORK  
WITH

**100%**

LOVED OUR  
VOLUNTEERING  
OPPORTUNITIES

# HADRIAN'S WALL

20  
24

In September 2024, 20 of our team members took on the Hadrian's Wall challenge, raising both funds and awareness for our nominated charity, Manchester Youth Zone. The two-day challenge saw the team tackle all terrains and weather conditions, and collectively, they raised over £5k towards our annual fundraising target for MYZ.



# BONKERS BINGO

20  
24

In November, we hosted our first-ever charity fundraising event, Bonkers Bingo, at Dukes 92, Manchester. The sell-out event raised nearly six thousand pounds for Manchester Youth Zone and brought together over 150 of our colleagues, clients, contractors, and industry friends for a night of competitive bingo and great fun.



# INTERNATIONAL WOMEN'S DAY

20  
24

In February, we hosted a truly special event for International Women's Day – our very first Workplace Safari for young women in Greater Manchester! We took these incredible young women on a tour of various organisations we work with, showcasing the diverse career options available to them. From healthcare to building design, social impact to business management, the event was all about inspiring the next generation of female leaders and opening their eyes to the exciting possibilities ahead.



# OVERGATE HOSPICE

20  
24

This year, we made a conscious effort to engage with charities beyond Manchester, reaching out to our other regions. Overgate Hospice, in particular, is close to some of our team's hearts, and the incredible work they do within the community is truly inspiring. Our teams based in Yorkshire, Leeds, and Bradford had several opportunities to participate in volunteering days at the Overgate sorting centre, where they could directly support the charity's efforts.



# LIVERPOOL COMMUNITY GROCERY

20  
24

In 2024, we've also focused on engaging with charities in our Liverpool region, working closely with a local community grocery charity that supports residents in L3, one of the most deprived areas of the UK. This charity is dedicated to tackling food poverty and providing essential support to those in need. Our team in Liverpool has had the opportunity to get involved through volunteering and fundraising efforts, and we're proud to support such a vital initiative that makes a real difference in the Merseyside community.



# MANCHESTER YOUTH ZONE

20  
24

While we fundraised through various activities for Manchester Youth Zone, we also made sure to volunteer our time to directly support the kids who use the Youth Zone. This year, we helped the team with the post-Christmas clean-up project and, during the summer holidays, we hosted a fun-filled sports day for the children and support staff at the Zone. It's been incredibly rewarding to be hands-on and contribute in a meaningful way to the Youth Zone over the last two years as their charity partner.



# CLIENT SIDE SOCIAL VALUE

20  
24

At Hive, social value isn't just something we focus on internally as a team – it's embedded in all the work we do with our clients too. This year, we've been fortunate to participate in some truly impactful social value initiatives alongside our partners, clients, and contractors. From inspiring young children to consider careers in construction, to developing artwork for site hoardings, we're committed to making a positive difference through every scheme and programme we're involved in.



# ACCREDITATIONS



This year has been a standout year for accreditations and assessments, but our key highlight has to be achieving B Corp status midway through the year. The B Corp process was rigorous, challenging us to examine every aspect of how we run our business. It wasn't easy, but the rewards have been invaluable.

Becoming a B Corp pushed us to reflect on our values, practices, and the long-term impact we have on people, the planet, and our community. From ensuring that we uphold the highest standards of social and environmental performance, to improving transparency and accountability, the journey has allowed us to identify areas for growth and make tangible improvements.

I am extremely proud of our social value contributions in 2024, and I love seeing how much passion and enthusiasm our team have for making a positive contribution. There are many highlights in the year but obtaining B-Corp status at the first time of asking and given we are less than five years' old as a business, was fantastic recognition that we are performing at a high level in comparison to our peers.

*Chris Waine, Director*

Achieving B Corp status isn't just a certification—it's a reflection of our ongoing commitment to doing business in a way that positively influences the world around us. We're incredibly proud of what we've achieved and excited about the continuous improvements we'll make as we strive to have an even greater impact on the environment, society, and future generations.

# ACCREDITATIONS

But we didn't stop at B Corp status this year. We made significant progress on several other important accreditations, each further reinforcing our commitment to being a better organisation. This included completing the Disability Confident assessment, achieving the Greater Manchester Good Employment Charter status, and proudly receiving the Real Living Wage recognition.

These accomplishments are all examples of our desire to continuously improve and create an environment where our teams have access to excellent opportunities, facilities, and a culture that prioritises their well-being. Each accreditation reflects our ongoing commitment to diversity, inclusion, fair pay, and creating a supportive workplace for all. We're excited to continue building on this progress and striving for even greater positive change in the future.



# APPRENTICESHIPS

“ My experience as a Quantity Surveying Apprentice with Hive Projects has been enjoyable and rewarding. Since joining in September, I've enjoyed gaining hands-on experience, particularly in contract management, and understanding the real-world application of the principles I've learned. ”

“ I chose the Apprenticeship route as it is a direct entry into the construction world along side studying. First hand experience of the role and tasks, and subject learning at college I have been welcomed into Hive as an apprentice and have felt well supported and encouraged by my colleagues ”



In 2024, we took a further step toward supporting alternative career pathways by welcoming two apprentices into our team: An Apprentice Quantity Surveyor based in our Liverpool office, and an Apprentice Project Manager in our Manchester office.

Our new team members support our commitment to creating an inclusive workplace that values diversity of background, education, and experience, while actively investing in the future of our industry.

Over the next two years, both individuals will gain invaluable hands-on experience by working across a variety of projects while pursuing their professional qualifications. We are committed to supporting them at every stage of their journey, ensuring they have access to the resources, mentoring, and professional guidance needed to succeed in both their academic and professional development.

Our approach includes providing on-the-job training, connecting them with experienced mentors within our team, offering support and guidance that will help build their confidence and skills within the workplace as well as their technical knowledge as they progress through their educational studies.

**£36,774.40**

The Social Value Return on Investment by recruiting two apprentices on a two year learning contract

# DIVERSITY, EQUITY & INCLUSION

We are proud to share that, in an industry traditionally viewed as male-dominated and often challenged by gender diversity, Hive Projects has achieved a 40/60 female-to-male ratio across our teams this year. Even more notably, at the senior leadership level, we've reached a 45/55 female-to-male split. These figures reflect our commitment to building a workplace where everyone, regardless of gender, feels valued, empowered, and supported to thrive.

Achieving gender parity within our organisation brings tangible benefits to our teams and the projects we deliver. Diverse perspectives enrich decision-making, enhance creativity, and lead to more innovative solutions for our clients. It also creates a more dynamic and collaborative workplace culture, one where every individual can contribute fully and authentically.



**40%** Female to Male ratio across the business

**45%** Of the Senior Leadership Team are female

We took steps this year to further our commitment to creating an environment that supports women in the workplace. This includes offering flexible working arrangements to accommodate personal and professional responsibilities, whether that's balancing family commitments or pursuing further education. We developed career pathways and enhanced our support such as mentoring, training, and leadership skills.

Our efforts are not just about representation; they are about building a workplace where everyone feels they belong and can excel.

We are proud of the progress we've made this year, but recognise there's always more work to do. By continuing to prioritise inclusivity and diversity, we hope to set an example within our industry and create a legacy of equality that benefits both our people.

**0%** Gender Pay Gap Achieved

# EMPLOYEE SURVEY

In 2024, we conducted our first formal employee survey, and the results far exceeded our expectations. The feedback was overwhelmingly positive and highlighted what makes Hive Projects such a special place to work. Key themes that emerged included a strong emphasis on our social value and charity efforts, the supportive and collaborative team dynamic, and a genuine appreciation for work-life balance. Many team members also celebrated our fantastic social events, which have become a cornerstone of our culture.

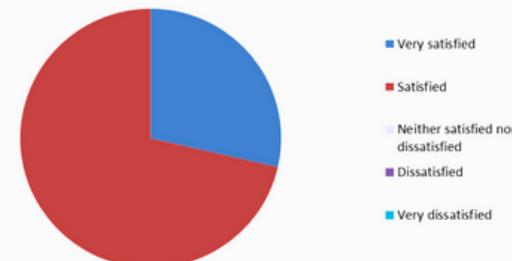
One of the most encouraging aspects of the survey was the recurring praise for our culture, which stood out as the most frequently mentioned positive in the free-text responses. The survey also revealed high ratings for feeling supported in the workplace and confidence in the ability to build a meaningful career at Hive.

Perhaps the most consistent feedback was the emphasis on the strength of relationships within the team, particularly between team members and their line managers. These results reaffirm what we're doing well and provide a strong foundation to continue nurturing Hive as an exceptional place to work.

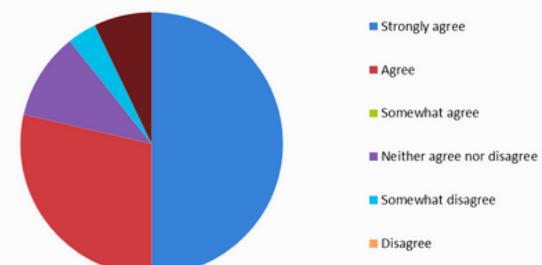
4.63★  
average rating



How satisfied are you with the benefits and employment package?



Hive has always supported my mental health and wellbeing



“  
The culture is the stand-out reason I enjoy working at Hive.

**100%**

Of the team say we engage a great deal with Social Value, and they love it.

**86%** Feel a strong sense of belonging at Hive.

“  
The support from the senior leadership along with the colleagues is excellent. Clearly set out goals and progression steps help out with the career progression.

# LOOKING AHEAD

As we move into 2025, we are excited about the next chapter in our journey at Hive Projects. We are proud to announce that we will begin working with The Mustard Tree, a Manchester-based grassroots charity tackling homelessness and related social issues. This partnership will allow us to continue making a positive impact in the communities we serve, particularly in Manchester, where we will focus on supporting their vital work. Our regional charity partnerships will also continue in both Leeds and Manchester, as we remain committed to giving back to the local areas where we operate.

In line with our fundraising efforts, we are gearing up for another Bonkers Bingo event later in 2025. Building on the enormous success of the 2024 event, we hope to raise even more funds for The Mustard Tree, supporting their initiatives aimed at tackling homelessness and providing vital services to those in need. This event is set to be bigger and better, and we are already looking forward to the energy and enthusiasm it will bring.

Our focus on Diversity, Equity, and Inclusion will continue in 2025, with an emphasis on creating clear and supportive career pathways for everyone at Hive. We are committed to ensuring that all our team members have the opportunity to develop their skills in a way that suits their aspirations, while also continuing to diversify our recruitment efforts. This includes reviewing how and where we recruit to ensure we are attracting a wide range of talent from all backgrounds, alongside refining our recruitment processes to ensure they are inclusive and accessible to all.

In the spring, we will relaunch our employee survey to gather feedback from our teams about our culture, values, and practices. This initiative will allow us to assess how we are doing in terms of providing a supportive and inclusive workplace, and to ensure we're always listening to our people. The feedback we receive will help guide the next steps in further developing a workplace that everyone thrives in.



2025 will also see a significant focus on our teams' wellbeing. We are delivering a varied programme of activities aimed at supporting and enriching the experiences of our team members, addressing both physical and mental health needs. We believe that a well-supported team is a productive and happy team, and we are committed to prioritising the wellbeing of every individual at Hive.

In addition to all of this, we are excited to introduce a new Social Impact Service offering to our key projects in 2025. This will allow us to extend our commitment to creating positive, lasting social change by delivering tailored social impact strategies as part of our consultancy services. We want to work closely with clients to ensure that every project not only meets their needs but also benefits the wider community. By integrating social impact into the heart of our projects, we aim to create long-lasting value for both our clients, their stakeholders and their communities.

# CONTACT US

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