



SOCIAL VALUE STRATEGY 2025

CONTENTS

INTRODUCTION

1

OUR SOCIAL VALUE THEMES

2

CHARITY & COMMUNITY

3

SKILLS, EDUCATION &
DEVELOPMENT

4

SUSTAINABILITY
HEALTH, WELLBEING & INCLUSION

5

TARGET SUMMARY

6

ACCREDITATIONS

7

SOCIAL VALUE SERVICES

8

CONTACT US

9

Introduction

At Hive Projects 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. Social value is at the core of our operations and our targets reflect our commitment to an ethical, sustainable and purpose driven practice. We base our Social Value themes and achievements upon the National Toms framework, which indicates the key socio-economic themes and their subsequent proxy value.

In 2024 we achieved a Social Value Return on Investment (SVROI) total of £54,437.74 and as always we're looking to challenge ourselves by committing to further social value returns. In 2025 we're aiming for an increased SVROI of 10%. We will work hard to achieve this ambitious goal by achieving the specific targets laid out within this strategy document.

Our Social Value strategy has been aligned with our mission statement to ensure we deliver project, cost and programme management to the highest quality and with a continued ambition to improve societal outcomes. To enable this we have identified 4 key themes which we integrate into our daily business operations.

- Charity and Community
- Skills, Education, and Development
- Health, Wellbeing, and Inclusion
- Sustainability

£54,437.74
SVROI
2024

10%
Increase on SVROI
for 2025

Strategy Based
on 4 Key
Themes

Hive Social Value Themes

We've broken down our Social Value Strategy into four key themes that shape our objectives for the year ahead. These themes were developed in line with our business strategy, clients and team members to ensure that our impact is focused, measurable, and aligned with our values here at Hive Projects.



Charity & Community



Skills, Education & Development



Sustainability



Health, Wellbeing & Inclusion

Charity & Communities

Increase
Volunteering
Hours by 20%

At Hive we are committed to making a meaningful impact through our charity and community initiatives. Last year every employee succeeded in meeting their volunteering targets.

Boost Fundraising
by 50%

In 2025 we have increased this further by 20% with a goal of 368 volunteer hours across our teams.

12+ Social Value
Opportunities
Including
Client-Side

This year we are increasing our regional presence and provide a minimum of 8 volunteering opportunities in Manchester, Leeds and Liverpool. We are partnering with charities including The Mustard Tree, Overgate Hospice and Liverpool Community Grocery.

Integrating
Social Value
Strategies into
programmes of
works

Our fund raising target has been set at £10,000 which is a 50% increase from 2024. Our decision on charity support has always been guided by our teams, and this year was no different. At the end of 2024, we asked all colleagues to decide which charity we should support in 2025, and the overwhelming consensus was in favour of The Mustard Tree.

The Mustard Tree is a charity dedicated to tackling homelessness and poverty in Greater Manchester. They provide support and services to help individuals rebuild their lives, offering everything from food and clothing to employment support and training. Their holistic approach focuses on long-term recovery, helping people reintegrate into society with the skills and confidence they need to thrive. We're excited to offer our support for their important work in 2025.

Charity & Communities



In addition to supporting The Mustard Tree, we are also committed to continuing our relationship with The Community Grocery in Liverpool. This incredible organisation offers affordable food to families in need, with a focus on providing essential provisions while empowering individuals through community support. They also offer free courses to help build skills, from budgeting to cooking, as part of their approach to tackling food poverty and financial hardship. Our ongoing partnership will involve providing our time, resources, and skills to further their mission of supporting the local community.

Over in Leeds, we will continue to prioritise our work with Overgate Hospice. This hospice provides vital care for those facing life-limiting illnesses, offering compassionate support to both patients and their families. We have been proud to support their efforts, and we look forward to continuing this important work in 2025, by volunteering our time to help make a difference.

In 2024, our teams participated in numerous client-side social value initiatives, collaborating with clients and contractors to support various charities. We are committed to continuing this approach in 2025, and will support a minimum of 4 client side social value activities across the year working alongside our programme of works and supporting our Contractors. To enable this we will support all of our portfolios in facilitating a robust social value strategy that is reflective of the communities and the specific needs of the demographic it delivers within.

Skills, Education & Development

Achieve 100 Apprentice Weeks

Provide at least 12 CPD Training Sessions

Engage 10% of team in our Mentor Scheme

Increase to 90% scoring for career development

At Hive Projects, we're committed to continuous learning, career development, and alternative career pathways. This year, we've set a target to deliver 12 CPD training sessions, with topics chosen by the team. Everyone has the opportunity to contribute ideas, helping to organise and deliver sessions alongside our annual training plan. Alongside this we are committed to 3 face to face training days in relevant areas.

Following employee survey feedback: Where it was identified that colleagues were seeking more defined and clear progression structure and support, we've introduced Career Progression Packs from January to provide greater transparency on progression routes, helping individuals understand what's needed to work towards promotions. Our ambition is to receive over 90% positive feedback on our Progression Pathways when we undertake our Employee Survey later this year.

To further support professional growth, we're launching an internal mentoring programme, designed to facilitate knowledge sharing and career development across the business. This initiative ensures that all employees have access to guidance, support, and insights as they grow in their roles. Our target is to have successfully launched this to our teams and have at least 10% of our colleagues engaged with a mentor/mentee relationship.

With two apprentices now part of our team, one in the Quantity Surveying discipline, and the other team member studying for their Project Management Qualification, we're investing in more inclusive career routes. We've set ourselves with a goal of delivering 100 weeks of apprenticeships. An increase of 38 hours on last years total.

Sustainability

Ensure all Sub-Contractors align with our Sustainability Strategy

Achieve 10% Carbon Emissions Reduction

Support One Environmental Charity Annually

Sustainability is a key focus for us, and this year we are strengthening our efforts to reduce our environmental impact across all areas of the business.

We already encourage sustainable commuting through our Cycle to Work scheme and Electric Car Initiative, which we will continue to utilise in 2025. Our office locations are now purposefully near public transport and without parking to discourage unnecessary driving. We've partnered with a single office provider across all three of our locations, chosen for their strong sustainability goals and best practices in office delivery. We will work with our office providers to minimise our environmental impact.

Following our Carbon Assessment, conducted at the end of 2023, we will undertake a further review in 2025 and will reduce our carbon footprint further, relative to the growth and size of our business. Aiming for a reduction of at least 10% from our baseline figures taken in 2023.

We will audit all existing suppliers practices relating to sustainability and ethical standards. Moving forward we will implement a supplier management process to ensure ongoing compliance and ethical standards. All new suppliers will be required to meet the established criteria ensuring alignment with our values.

Finally, in our recent employee survey, our team expressed a strong desire to support environmental initiatives. In response to this feedback, we've set ourselves the challenge in 2025 to support one charity specifically committed to sustainability.

Health, Wellbeing & Inclusion

Increase Employee Engagement to 50% for Wellbeing Activities

Implement Inclusive Recruitment Practices

Achieve 90% 'Very Satisfied' with our Mental Health Support

Offer 12 Wellbeing Opportunities Throughout the Year

We know that our success is directly linked to the health, wellbeing, and happiness of our people. We will commit to delivering at least 12 wellbeing opportunities planned across the year. These include mental health, mindfulness workshops, webinars, lunch and learns, sports, and workshops. During our January Wellbeing week we saw an estimated 37% of our team members engaging with our wellbeing activities, and so we're targeting ourselves with increasing our employee engagement to over 50%, at our future wellbeing activities across the year. We also continue to invest in physical wellbeing: offering free gym access at all our office locations, a running club, private healthcare, and healthy food options for our teams whilst working in the office locations.

In our most recent survey, 78% of employees reported feeling 'very' supported with their mental health at Hive. This year, we are aiming to increase this figure to 90%. Our goal for 2025 is for each team member to attend at least one mental health workshop, should they wish to participate. We continue our partnership with Lighthouse Charity, who facilitates our mental health training and accreditation workshops.

As part of our commitment to diversity, equity, and inclusion (DEI), we will collaborate with our accreditation partners to refine our recruitment process, ensuring it promotes diversity to create an inclusive workplace. Our goal for 2025 is to implement recruitment processes with language in application materials, unbiased screening at the application stage, and diverse interview panels.

Target Summary

An Increase of 10% in SVROI Based on our 2024 Results

Charity & Communities

Increase Volunteering Hours by 20%

Boost Fundraising by 50%

12+ Social Value Opportunities Including Client-Side

Integrating Social Value Strategies across all Programmes

Sustainability

Ensure all Suppliers adopt Sustainability and Ethical Practices

Achieve 10% Carbon Emissions Reduction

Support One Environmental Charity Annually

Skills, Education, & Development

Achieve 100 Apprentice Weeks

Engage at least 10% of team in our Mentor Scheme

Provide at least 12 CPD Training Sessions

Achieve 90% Positive Feedback on Career Pathways Toolkit

Health, Wellbeing & Inclusion

50% Engagement from Colleagues at Wellbeing Activities

Implement Inclusive Recruitment Practices

Achieve 90% Satisfaction with our Mental Health Support

Offer 12 Wellbeing Opportunities throughout the year

Accreditations

Achieving BCorp certification in 2024 marked a significant milestone for us at Hive, but it is far from the end of our accreditation journey.

We are committed to continuously improving our business practices and ensuring that we uphold the highest ethical standards across all areas of our work.

In 2025, we are excited to take our commitment to social value and ethical practices even further by working towards formal accreditation from the Greater Manchester Good Employment Charter. This organisation champions fair and inclusive employment practices within the Greater Manchester region, advocating for a workplace culture that champions fairness, respect, and opportunity for all employees. Achieving this accreditation will help us continue to align our internal practices with the highest standards of good employment, further solidifying our role as a responsible and ethical business.

Additionally, we plan to build on our BCorp certification by conducting a review of our business practices later this year. This review will allow us to assess our current approach, identify areas for further improvement, and ensure that we continue to meet the rigorous standards set by BCorp.

We are also focused on strengthening our Disability Confident practices in 2025. This initiative aims to make our workplace more inclusive and accessible, ensuring that individuals with disabilities have the support they need to thrive in their roles. By achieving a higher level of Disability Confident accreditation, we hope to adopt additional supportive practices that benefit our employees, support inclusivity, and ensure equal opportunities for all.



Social Value Service Offering

At Hive Projects we want to help others create the best social value possible, collaborating with clients, contractors, and partners to amplify the positive impact we can have across industries: offering a range of services designed to help organisations develop and implement impactful social value strategies.



Developing
Social Value
Strategies



Implementation
& Activation



Stakeholder
Management



Measuring,
Reporting &
Analysing

CONTACT US

Website:
www.hive-projects.com

Email:
Kelly.Godfrey@hive-projects.com

Office Locations:

Bond Building, 38-42 Mosley
Street, Manchester M2 3AZ

Suite 3.13, 3rd Floor, The Plaza,
Liverpool L3 9QJ

West Village, Leeds, LS1 4SA

