

ANNUAL REVIEW 2025

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A NOTE FROM OUR DIRECTORS



We are incredibly proud to present the Hive Projects 2025 Annual Review, marking a year of significant growth and big milestones for us at Hive Projects.

When we launched our Social Value Strategy early this year, we set an ambitious goal to increase our return on investment by 10%. The team didn't just meet this target; they went above and beyond, delivering a result that reinforces our core belief, that social value is the absolute engine driving our values here at Hive.

This success was fueled by outstanding contributions across our Charity, Skills, Wellbeing, and Sustainability pillars; from achieving a 0% Gender Pay Gap and driving our BCorp commitments, to supporting local partners like Overgate Hospice. We have also reached significant operational milestones, most notably the opening of our Leeds office. This was a particularly proud moment for us as Directors, allowing us to strengthen our relationships and expand our portfolio across Yorkshire.

Alongside our regional expansion, it has been fantastic to watch the team grow. We have welcomed new colleagues across all offices, with a special emphasis on our new graduate role; we firmly believe Hive is the ideal environment to build a career, and investing in the next generation is central to that. 2025 also saw us turn strategy into reality by successfully launching our external Social Value service offering; transitioning from an initial concept to a live service that is now delivering tangible results for our clients.

We are excited to build on this momentum in 2026. As always, our team remains our priority. We will continue to enhance the support and opportunities available to them, while maintaining a steadfast focus on delivering for our communities and our clients.

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 VALUE : 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 516 hours to charitable work in 2025.
- Equating to £7,680.40 return on investment.
- All staff members contributing to voluntary activities.

Further into this report, we will spotlight some of the team's favorite 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

100%

VOLUNTEER HOURS
ACROSS THE YEAR

516

VALUE OF
VOLUNTEERING HOURS
IN 2025

£7,269.40



SOCIAL VALUE: FUNDRAISING

Following feedback from our 2024 employee survey, we made a strategic decision to refine our fundraising approach. Rather than diluting our efforts across multiple smaller activities, we chose to channel our energy into one major, high-impact ticketed event. Consequently, our primary fundraising focus for 2025 was the return of Bonkers Bingo. This aligned with our shift toward supporting grassroots charities with a deep regional presence. We established a primary partnership with The Mustard Tree, a Manchester-based charity tackling homelessness and poverty.

Beyond fundraising, our teams committed their time to volunteering at Mustard Tree hubs, directly supporting individuals and families across the region.

While our team worked tirelessly; raising an impressive total of approximately £7,940, we ultimately fell short of our ambitious £10,000 target. However, this result has provided valuable insight. It has directly informed our strategy for 2026, where we plan to introduce an additional event alongside our flagship fundraiser to ensure we secure, and exceed, our targets next year.

FUNDRAISING TARGET

£10,000

FUNDRAISING ACHIEVED

£7,940

SOCIAL VALUE: IN ACTION

“
I like the choice of activities and charities and think its a real USP for Hive Projects that we have such a strong social impact angle

Employee Survey Feedback, 2025”

“
There's a good range of social value opportunities available throughout the year which I can get involved in.

Employee Survey Feedback, 2025”

Our teams achieved an impressive 516 volunteering hours in total for the year, significantly surpassing our target. This dedication translated to delivering 11 regional volunteering days across the year, demonstrating our commitment to being genuinely embedded within our communities.

100%

TEAM FEEL WE MAKE
MEANINGFUL IMPACT WITH
OUR VOLUNTEERING DAYS

93.3%

TEAM FEEL THEY CAN
ENGAGE AND UNDERSTAND
OUR SOCIAL VALUES

BONKERS BINGO

20 25

November saw the return of Bonkers Bingo, which was a standout success, with this year's event going bigger and better than ever before. We upscaled to a larger venue to accommodate an additional 70 guests, resulting in a complete sell-out where around 220 clients, colleagues, and friends came to support our event. Thanks to great hosts, the atmosphere was amazing, and most importantly, the night raised nearly £8,000 for The Mustard Tree. Given the incredible turnout, And the positive feedback we get form attendees, we are already looking to bring it back for its third year in 2026!



LIVERPOOL COMMUNITY GROCERY

20
25

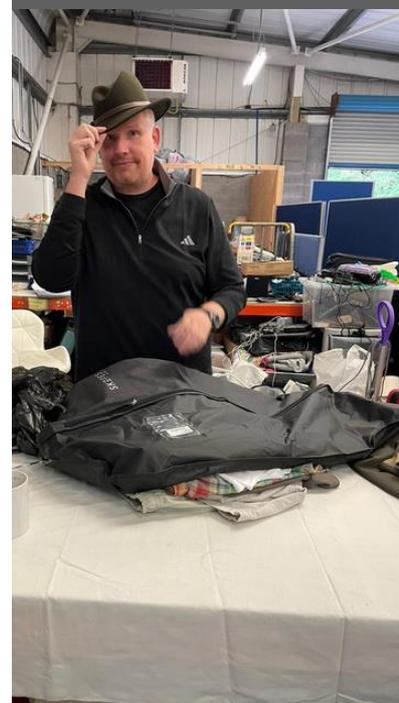
Our partnership with Liverpool Community Grocery remains a cornerstone of our work in Merseyside. We undertook several volunteer days this year, beginning with critical food drop-offs to community members unable to access the centre themselves. In the summer, we returned to support their annual stocktake; undoubtedly a team favourite that allows us to roll up our sleeves and get involved in the day-to-day operations. The Grocery does incredible work to alleviate food poverty, and we are truly grateful to be part of such a vital service in our neighbourhood.



OVERGATE HOPSICE

20
25

Our longstanding relationship with Overgate Hospice continued to flourish in 2025. Our Leeds and Yorkshire colleagues undertook three separate visits to the charity's distribution centre, providing hands-on support to organise and sort the vital donations that keep their retail operations running. Overgate performs truly amazing work in the region, and we remain incredibly proud to offer practical support to their logistics, helping ensure they can continue to deliver exceptional care



THE MUSTARD TREE

20
25

Our team showed incredible dedication across four separate volunteering days at their Ancoats centre, getting involved in every aspect of the charity's diverse operations. Support ranged from logistical help in the sorting warehouse and community shop to engaging in creative art classes. We were also proud to contribute our professional expertise, offering practical assistance with CV writing and job applications to help service users take their next steps.



YKIDS LIVERPOOL

20
25

Early in 2025, a client introduction led us to Ykids, a Bootle-based charity whose work aligned so perfectly with our own values that we jumped at the chance to get involved. Ykids provides support to children and young people in some of the UK's most deprived areas, and it has been a privilege to assist them with regular remedial support throughout the year. The team hasn't hesitated to get stuck in, delivering everything from gardening and total building clear-outs to plastering and complex structural alterations.



WELLBEING & ENGAGEMENT

20
25

We set ourselves a target of delivering 12 key engagement opportunities this year, kicking off with a dedicated Wellbeing Week filled with a variety of engagement opportunities. Throughout the year we've blended in-person and virtual activities focused on mental health and inclusivity, ranging from pilates and mindfulness workshops to golfing afternoons. We sustained this momentum throughout the year with a programme of events designed to support our team's physical and mental health, including team hikes, sports days, and the successful launch of Hive's first Book Club



SKILLS, EDUCATION & DEVELOPMENT

“ The progression packs are a useful tool to track my career progression and understand where I have gaps in my experience as a Project Manager. I found it particularly useful when developing my objectives, ensuring I set realistic and achievable targets that help me bridge the gaps and work towards becoming a Senior Project Manager. ”



“ Definitely happy about the introduction of the Mentor Programme! The success of the mentor scheme hinges directly on its uptake from the staff but should uptake be high, I think it could be a big success. ”



We are committed to continuous learning, creating inclusive career routes, and actively investing in the future of our industry. Our achievements this year have laid a strong foundation for our teams to develop their long term career objectives .

Career Pathways

The new Career Progression Packs provided much-needed clarity on promotion routes. This initiative was hugely successful, resulting in 100% positive feedback in the employee survey regarding the career pathways structure, significantly surpassing our target. This year we also introduced an alternative route to Associate Director level, for those seeking progression.

Apprenticeship Investment

We took a further step in supporting alternative career pathways by welcoming two apprentices, one for each discipline (Project Management and Quantity Surveying) to our team. These roles provide alternative opportunities for young professionals to enter the industry via a none traditional route and support diversity of talent within Hive.

Internal Mentoring Success

We successfully launched our internal mentoring programme, designed to facilitate knowledge sharing and professional growth. This key initiative achieved an initially high engagement rate of colleagues, exceeding our hopes for its first year in action. following a review at the end of 2025 it's considered to be well regarded amongst our teams, and fully embedded and embraced with colleagues saying it's been a great support tool for them.

HEALTH, WELLBEING & INCLUSION

Our success is directly linked to the health, wellbeing, and happiness of our people. This pillar focuses on cultivating an ethical, inclusive, and supportive workplace that enables everyone to thrive, regardless of background.

Exceptional Mental Health Support

We achieved a 96% satisfaction rate with the mental health support available across the business, significantly exceeding our target. Our partnership with the Lighthouse Charity continues to provide accredited mental health training and workshops which are well utilised by our teams. We were proud to finish the year with 32% of our team having completed their Mental Health First Aid Training qualification.

High Engagement in Wellbeing

This year, we focused on accessibility and variety. We ensured that every single colleague had the opportunity to participate in wellbeing and engagement initiatives suited to their interests. From kicking off the year with our dedicated Wellbeing Week in January, to getting active in our rounders tournament and team hike afternoon, or winding down with our book club; we created spaces for everyone to connect.

40%

Female to Male ratio across the business

42%

Of the Senior Leadership Team are female

The highlight for our team will undoubtedly be our Hive Sports Day, due to make a return again in 2026!

Gender Parity & Pay

We proudly achieved a 0% Gender Pay Gap. We maintained a strong Male to Female ratio of across the business, with 42% female representation at the senior leadership level, setting an example in a traditionally male-dominated industry.

Inclusive Recruitment

We began implementing inclusive recruitment practices, collaborating with partners to adopt methods such as blind CV reviewing, diverse interview boards, and standardised questions and scoring to attract a wide range of talent.



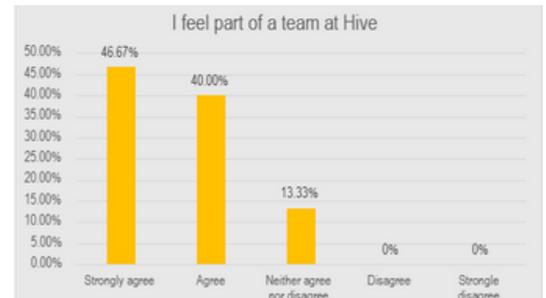
EMPLOYEE SURVEY

We believe that our culture is defined by our people, and quite simply, our people make Hive. That is why our annual employee engagement survey, now in its second year, is so vital. We were delighted to achieve a 100% completion rate this year, providing us with a critical, representative temperature check of the business.

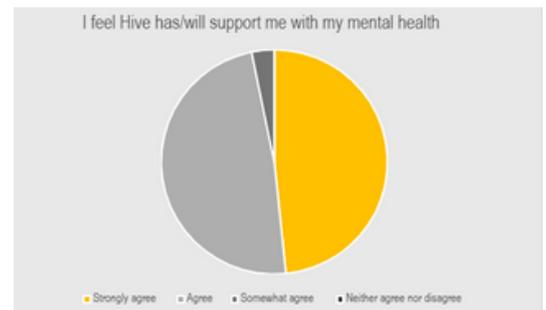
4.5★
average rating



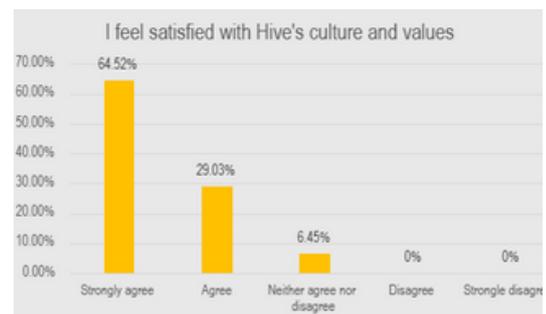
The feedback this year was overwhelmingly positive, with colleagues highlighting our inclusive culture, vibrant office atmosphere, and a genuine sense of belonging as standout features. Crucially, the team identified our Social Value commitment as our USP, with new starters noting that it was a primary reason for joining Hive.



We also saw strong validation for our recent investments in people. Our new Career Pathways Toolkit and mentoring programmes have been fully embraced, and colleagues expressed appreciation for enhanced benefits, including the new 'Hive Birthday' day off and increased pension matching, all of which were imbedded following the previous years survey feedback. This year we took note of further colleague responses and improved our employee benefits package further with the increased paternity package and more attractive travel guidelines too.



The survey feedback has provided us with clear areas of focus for 2026, including a further refinement of our objective setting and career advancement support including our mentoring toolkits and objective setting packs. We noted from colleague feedback some support could be useful around line management skills, and will begin our line management training in early 2026 as a result. We are committed to acting on this feedback to ensure Hive remains an exceptional place to grow.



“Its full of good people, get to work on exciting projects, the socials are good fun and the work life balance is encouraged.”

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

ACCREDITATIONS



I am extremely proud of our social value presence in 2025, 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 achieving the greater Manchester good employment chartership accreditation, and the Real Living Wage Employer status, has been a real highlight for me.

Paul Roberts, *Director*

For our team, external accreditations provide a robust framework for governance and accountability. They are not simply awards, but the blueprint for best practice that drives our daily operations and inform our future strategy and areas of improvement.

This year, we successfully maintained our B Corp Certification and achieved the Greater Manchester Good Employment Charter status, alongside our accreditation as a Real Living Wage employer.

These benchmarks ensure we consistently exceed industry standards, providing a secure, ethical, and high-quality environment for our team.

Looking to 2026 We are further strengthening this framework by seeking targeted accreditations in Neurodiversity, Menopause, and Social Value Excellence, ensuring our business practices remain inclusive, progressive, and ahead of the curve.

LOOKING AHEAD



As we move into 2026, we are excited to open the next chapter of Hive Projects. Our focus remains on sustainable growth; delivering excellence for our clients while deepening the contribution we make to our people and communities.

Community & Social Value We are proud to confirm that The Mustard Tree will be our primary charity partner for the year ahead. This Manchester-based charity tackles homelessness and poverty, and we will be focusing our fundraising and volunteering efforts to support their vital services. This includes the return of our flagship fundraiser, Bonkers Bingo 2026, which promises to be bigger and better than ever.

Crucially, we will also continue to support our regional charities, maintaining our deep local connections. This includes working with YKids and Liverpool Community Grocery in Merseyside, as well as supporting Overgate Hospice across Leeds and Yorkshire.

In a major step forward for Hive Projects, 2026 will also see the launch of our new Social Value Service Offering. This service will allow us to extend our expertise to our clients, delivering tailored social value strategies that ensure every project leaves a measurable, positive legacy for local communities.

We are committed to supporting our team's wellbeing once again with an enhanced wellbeing programme for 2026. This year, we will deliver engagement and wellbeing opportunities on a monthly basis, ensuring consistent support throughout the year. Crucially, the themes and delivery methods will be driven by input from our colleagues, ensuring the programme is shaped directly by the needs of our people.

Our commitment to setting the standard for working conditions continues. In 2026, we will strengthen our inclusivity framework by seeking targeted accreditations in Neurodiversity; specifically developing our culture to support neurodivergent individuals, and Menopause awareness. We will also look to advance our status within the Disability Confident Charter and pursue the Social Value Excellence accreditation. These steps ensure Hive remains a workplace where every individual is supported to thrive.

We are also expanding our support for career pathways by introducing a formal work experience programme for students across the North West. Our goal is to provide a truly immersive experience of "life at Hive Projects," giving the next generation a practical and inspiring understanding of the work we do.

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