



SOCIAL VALUE STRATEGY 2026

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Introduction

At Hive Projects, we continue to aspire to be a driving force for positive change. We are known for our commitment to quality and customer satisfaction, but our true legacy lies in the sustainable projects that elevate the well-being of individuals and communities alike. Social value remains the core of our operations, reflecting our unwavering commitment to an ethical, sustainable, and purpose-driven practice.

In 2025, we challenged ourselves to increase our Social Value Return on Investment (SVROI) by 10%. Building on that success, we are pushing further. For 2026, we have set an ambitious goal to achieve a 12% increase in SVROI against our 2025 baseline.

To achieve this, we have refined our strategy across our four key pillars, integrating new initiatives that focus on local impact, inclusive growth, and aggressive sustainability targets.



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 15%

Fundraise Over
£10,000

Host School
Workshops
In All Our
Regions

25% Local
Spend Target

Our connection to the communities in which we work is fundamental to who we are. In 2026, we are expanding our physical presence and our financial support.

Key Objectives:

- Volunteering: Following the success of 2025, we are increasing our target by 15%, aiming for over 600 volunteer hours across the business. This will include 9 specific volunteer days spread across the year.
- Fundraising: We are maintaining our target of £10,000 in fundraising. To ensure we hit this, we are introducing exciting new events, including a Spring/Summer Padel Tournament for clients and contractors and a "Bonkers Bingo" charity evening.
- Strategic Partnerships: We will continue our successful partnerships with The Mustard Tree (Manchester) and YKids (Liverpool). In Leeds, we maintain our support for Overgate Hospice, while actively seeking a new strategic partner in the Yorkshire region aligned with Airedale or BRI to deepen our local impact.
- Pro Bono Support: For the first time, we are committing to delivering 40 hours of free project support specifically for a local charity's capital project, utilizing our professional skills to leave a tangible legacy.
- Local Spend: We are launching a commitment to a 25% Local Spend Target for operational expenditure (catering, printing, wellbeing), ensuring our business growth directly benefits independent local suppliers.
- Education: We will host at least one school workshop in each region (Manchester, Liverpool, Leeds), teaching students about Project Management through interactive tasks.

Skills, Education & Development

Support
Apprentices

At Hive Projects, we are committed to continuous learning and creating inclusive pathways into the industry.

Key Objectives:

- **Mentoring:** We are expanding our internal mentoring programme. Our goal is to grow engagement to 25% of the team (approx. 10 colleagues) involved in a mentor/mentee relationship, targeting a 90% positive feedback score from participants.
- **Work Experience:** We are launching a Formal Work Experience Programme, offering a minimum of three placements (1–2 weeks duration) across our office locations. We will engage with local colleges to deliver this over the summer, providing shadowing opportunities for students and mentoring experience for our junior team.
- **Apprenticeships:** We will maintain our steadfast support for alternative career pathways by continuing to provide high-quality experience and development for our current apprentices.
- **Accreditation:** To support our CPD and career progression structures, we are working towards accreditation via Investors in People

Formal Work
Experience
Programme
Launch

Engage
25% of team
in our
Mentor Scheme

Achieve 90%
Positive Feedback
For Our Mentor
Programme

Sustainability

15% Carbon
Reduction in
2026

In 2026, we are taking significant steps to audit our supply chain and drastically reduce our carbon footprint.

Key Objectives:

- Carbon Reduction: We are targeting a further 15% reduction in carbon emissions, aiming for a cumulative 25% reduction against our 2023 baseline figures.
- Sustainable Procurement: We will launch a Formal Sustainable Procurement Policy. This will require all new major suppliers to undergo due diligence regarding Real Living Wage accreditation, modern slavery policies, and sustainability statements.
- Supplier Engagement: We are committed to ensuring our supply chain aligns with our values, auditing partners to ensure they meet our rigorous ethical and environmental standards.

Sustainable
Procurement
Policy
Launch

Ethical Supplier
Management

Health, Wellbeing & Inclusion

Increase Employee Engagement to 80% for Wellbeing Activities

Our success is directly linked to the health, happiness, and diversity of our people. We are raising the bar on engagement and inclusivity.

Key Objectives:

- Engagement: We are aiming for 80% employee participation across our 12 planned wellbeing activities throughout the year.
- Education & Awareness: We aim for every colleague to complete at least one workshop focused on key topics such as Mental Health, Menopause, or Neurodiversity. We will facilitate specific sessions, including Neurodiversity awareness around Easter and Men's Mental Health later in the year.
- Mental Health First Aid: We will ensure that at least 30% of our team are formally accredited as Mental Health First Aiders.
- Inclusion Accreditations: We are striving to achieve 'Disability Confident Leader' status (Level 3) and will pursue Neurodiversity Friendly Employer Accreditation, ensuring our recruitment and retention practices are truly inclusive.
- Satisfaction: We are targeting a 90% positive feedback score on our wellbeing support via our annual employee survey.

30% of Teams to be Mental Health First Aiders

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

Offer 12 Wellbeing and Engagement Opportunities Throughout the Year

Accreditations

At Hive Projects, we take ethical practices, exceptional working conditions, and overall responsible business conduct incredibly seriously. We view accreditations not merely as badges of honour, but as rigorous external audits of our internal culture. They provide us with necessary benchmarks and ambitious new targets, challenging us to continuously elevate our standards.

In 2026, we are seeking additional accreditations specifically chosen to enhance the working environment for all our colleagues. A primary focus this year is achieving neurodiversity accreditation. We believe this process is vital to helping us understand and implement the optimum working conditions for individuals dealing with these complex circumstances, ensuring that every member of the Hive team is supported to thrive in an environment suited to their needs.

Key Objectives:

- Regional Employment Charters: We are committed to fair employment across all our geographies. We will maintain our status as Greater Manchester Good Employment Charter members and strive to achieve Charter Status for the Fair Employment Charter in the Liverpool City Region, ensuring our employment practices are recognised as best-in-class across the North.
- Real Living Wage: We will steadfastly maintain our status as Real Living Wage employers, guaranteeing that a fair day's work always receives a fair day's pay.
- Neurodiversity: We will strive to achieve Neurodiversity Friendly Employer Accreditation, ensuring our workplace supports all minds and working styles.
- Disability Confident: We are aiming to achieve 'Disability Confident Leader' Status (Level 3), demonstrating the highest level of commitment to inclusive recruitment and retention.
- B Corp: We will successfully complete our reassessment to maintain our B Corp status, reaffirming our commitment to using business as a force for good.



Target Summary

Overarching Goal: An Increase of 12% in SVROI Against our 2025 Baseline				
Charity & Community	Skills & Education	Sustainability	Health, Wellbeing & Inclusion	Accreditations
15% Increase on Volunteering Hours	25% Team Engagement of Mentor Programme	15% Carbon Reduction	80% Team Engagement in Annual Hive Projects Wellbeing Programme	Complete the Disability Confident Accreditation to Level 3
£10,000 Fundraising Target	Launch Formal Work Experience Programme	Launch Internal Sustainable Procurement Policy	30% of Team Accredited in Mental Health First Aid	Maintain our B Corp, Real Living Wage and Greater Manchester Good Employers Accreditations
25% Local Spend (Operational Costs)	Support Apprentices	Supply Chain Audit for Ethical Compliance	100% of Colleagues to Complete a Mental Health Workshop	Achieve Neurodiversity Friendly Employer Status
40+ Hours Professional Services to Charities	90% Positive Feedback on Progression & Support		Deliver 12+ Wellbeing and Engagement Opportunities	Achieve our Fair Employers Accreditation

Social Value

In 2025, we launched our Social Value Consultation Service. Recognising that our unique approach to social value could benefit the wider industry, we expanded our mission beyond our own reach to help others create the best social value possible.

We now collaborate directly with clients, contractors, and partners to amplify positive impact across the built environment. By sharing our blueprint for success, we offer a comprehensive suite of services designed to help organisations not just promise social value, but deliver, measure, and embed it authentically.

Developing Social Value Strategies Building on our own proven frameworks, we craft bespoke social value strategies for our clients that align with their business goals and the specific needs of the communities they serve. We ensure that every strategy we develop is focused, relevant, and ambitious.

Implementation & Activation: We know that a strategy is only as good as its delivery. We provide actionable roadmaps and on-the-ground support to bring initiatives to life, from community engagement to supply chain auditing-ensuring that social value is activated.

Stakeholder Management: We facilitate meaningful engagement with communities, employees, and supply chains, ensuring that social value is a collective effort. We help our clients navigate complex stakeholder landscapes to ensure projects resonate with everyone involved.

Governance, Measuring, Reporting & Analysing: Using frameworks (including National TOMs), we quantify impact for our clients, calculating Social Value Return on Investment (SVROI) and providing clear, data-driven reports that validate achievements and guide future plans.

Looking ahead to 2026, we are scaling this ambition further. A key focus for the coming year is to bring our expertise to major national infrastructure frameworks. We are supporting the New Hospitals Programme, where we aim to ensure that this healthcare investment delivers maximum, tangible social value for local communities. Alongside this, we are expanding our consultancy to support a diverse range of other clients, helping them navigate complex social value landscapes with confidence.



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

