

Delivering Social Value

SOCIAL IMPACT REPORT 2025





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Danielle Doherty
Head of Social Value

Foreword

We measure success by the lasting impact we create for people and places. In 2025, we focused on strengthening alignment across our projects and regions, deepening partnerships, and improving how we measure and evidence our social value.

Throughout this report, you'll see the progress we have made across education, apprenticeships, employment and skills, community investment, inclusion and sustainability. You'll also see the stories behind the numbers, real people, projects and programmes that demonstrate the difference we're making.

We are open about where we need to go further. Strengthening supply chain alignment, improving pathways into employment, deepening long term community relationships and enhancing our measurement systems remain priorities as we move into 2026.

Thank you to our colleagues, partners, clients and community organisations. Together, we delivered meaningful impact, and we're committed to building on this progress in the year ahead.

Danielle Doherty - Head of Social Value

Humility

Team spirit

Excellence

Entrepreneurship

Integrity

How We Measure Social Value

We take a structured and transparent approach to measuring social value. Our framework is aligned with the Social Value Model (PPN 002) and the United Nations Sustainable Development Goals (SDGs), ensuring our work contributes to long term, sustainable outcomes for people and communities.

Each year, we set targets across key themes – **education, employment, community, apprenticeships and training**, based on a combination of:

- Previous performance
- Best practice benchmarks
- Client expectations
- Our future ambitions

These targets are embedded across our business and reviewed regularly to ensure they remain relevant and achievable. They guide our planning, delivery and reporting, helping us stay accountable and focused on what matters most.

We use a bespoke digital platform to capture and track social value data in real time. This system integrates with client portals and reporting frameworks, enabling us to monitor progress, identify trends and make data driven decisions.

In addition to quantitative metrics, we gather qualitative insights through feedback, surveys and case studies. These stories help us understand the real world impact of our work and continuously improve our approach.



Key Outcomes 2025

In 2025, our performance against key KPIs demonstrated strong delivery across most themes, with notable increases in education, community, employment support and training outcomes. Our work placement and employment opportunity figures significantly exceeded targets, reflecting deeper partnerships and more consistent early careers engagement across regions.


Education
256 Activities



176 Community Activities



5,945 Apprenticeship Weeks



1,422 Employment Opportunities



77 Employment Support Activities



319 Work Placement Weeks



646



Training Weeks

Local Labour



39.3%

Supply Chain

Spend

with SME



57.4%

13,161



Volunteering Hours

219k



Donations to Community Projects



2,525

Wellbeing Hours

Status Key



Met or exceeded target (KPI)



Slightly below target
(within 20% of KPI target)



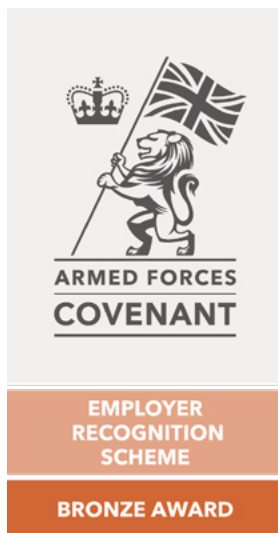
Impact metric only –
not a formal KPI, but included to
demonstrate broader social value

Key Partners

Collaboration is central to how we deliver social value. While we prioritise support for the communities around our projects that need it most, partnering with local services and community groups ensures our activity is relevant, responsive and rooted in real local needs.

By working alongside organisations already supporting local people, we are able to tailor our initiatives, reach those who need support the most, and create meaningful, lasting impact across the communities we serve.

Our national key partners include:



Reflecting on 2025: "We Said, We Did"

In 2025, we set out to raise consistency, strengthen partnerships and improve how we measure social value across our projects and regions. Over the year, we saw clear progress: deeper relationships with schools and community organisations, stronger pathways into employment, expanded early careers activity and sustained improvement in inclusion and environmental action.

Across Education, Apprenticeships, Employment & Skills, Community, FIR and Sustainability, our teams delivered meaningful outcomes that supported people and strengthened local places. Case studies throughout this report bring these achievements to

life and reflect the difference made across diverse communities.

While we are proud of our progress, we are equally clear about where we need to go further. Strengthening supply chain alignment, improving pathways from education into employment, deepening long term community support and embedding inclusion consistently across sites are priorities for 2026.

This section provides explores our delivery in more detail.



Driving Change - Education

Education is the starting point of our social value journey. In 2025, we focused on delivering high quality, meaningful encounters that helped young people understand the world of work, explore future pathways and build essential skills. Activities included careers talks, site visits, STEM workshops, SEND inclusive sessions and long term school partnerships.

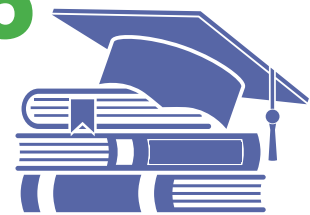
2025 Targets & Results

KPI / Metric	Target	Status
Education Activities	210	●
Students Engaged	—	●
Engagement Hours	—	●

Status Key

- Met or exceeded target
- Impact metrics demonstrate reach and depth, but are not target based.

Education
256 Activities



We Said, We Did – Education 2025

We Said:

We would strengthen consistency, align our offer with recognised frameworks and expand partnerships with education networks.

We Did:

- Worked with over **30 careers networks** and hubs to improve reach and relevance
- Introduced more curriculum-linked sessions
- Increased long-term school partnerships across regions

What We Learned

- Impact is highest when activities link to curriculum and real project context
- Partnership delivery with Careers Hubs improves consistency and access
- Long-term relationships outperform one-off engagements

Looking Ahead to 2026

- Fully align the education offer to Careers & Enterprise employer standards
- Map every activity to skills
- Broaden access for SEND learners with tailored, sensory-inclusive delivery

14,874
Students
Engaged

with
939 ★★★★★
Engagement
Hours

Case Studies

The following case studies represent a selection of the activities we delivered in 2025. They showcase the depth, variety and impact of our work, but do not reflect every initiative completed across the organisation. Many more projects, programmes and engagements took place across the year.

INSPIRING FUTURES AT LEYTONSTONE SCHOOL – NATIONAL CAREERS WEEK 2025

During National Careers Week, our Whipps Cross MSCP team delivered a TED style careers talk to Year 7 and 8 students at Leytonstone School. The session showcased the breadth of roles in construction and highlighted the skills needed to succeed. Colleagues shared their personal journeys, helping students see the industry as diverse, accessible and full of

opportunity. A project time lapse sparked curiosity and prompted thoughtful questions, creating an inspiring and locally relevant introduction to the sector.

The session improved students' understanding of construction careers and increased interest in exploring future pathways.



BRADFORD STUDENTS EXPLORE DEMOLITION CAREERS

Sixteen students from Carlton Bolling and Oastlers School took part in a demolition careers experience delivered with Skills House Bradford. Students learned the fundamentals of demolition, including safety, environmental considerations and the role of demolition in regeneration. A supervised site visit provided real world insight into dust suppression,

sequencing and PPE. Feedback was extremely positive, and each student received a Navigator digital badge to support their skills based online CV.

Students left with increased confidence, better understanding of specialist roles and evidence of skills for their digital CVs.



“

“A massive thank you for giving our students such a fantastic demolition experience. The feedback was extremely positive – they’ve been talking about it ever since. The session was delivered perfectly and gave them a much better understanding of the demolition process.”

”

Justin Millard, Teacher, Carlton Bolling School

LONG TERM PARTNERSHIP WITH ST CUTHBERT'S CATHOLIC HIGH SCHOOL

As part of the St Helens Town Centre redevelopment, we supported the school to embed construction into its curriculum ahead of introducing the Construction GCSE in September 2025. Partners such as Knauf supplied industry standard materials and tools, while our teams delivered specialist workshops. Additional initiatives, including a Women in Construction workshop and the Equalex SME pilot, broadened students' skills and understanding of industry pathways.



Early feedback shows students feel more confident engaging with construction subjects and pathways ahead of the new GCSE.

“

“Thank you so much for delivering the workshops. The students were incredibly engaged and gained an ideal introduction to the sector. The range of activities, insights, and hands on experiences has already had a noticeable impact on their confidence and aspirations.”

”

Vicky Jones, Careers Lead, St Cuthbert's Catholic High School

FUTURE PATHWAYS: A DAY OF DISCOVERY AT BIRMINGHAM AIRPORT

We partnered with Solihull Careers Hub to design tailored sessions for students facing attendance and confidence barriers. Activities included hands on engineering technology demonstrations, VR tools and industry equipment. The day offered clear insight into workplace behaviours and future pathways, supported by guidance from Solihull College and access to a client training facility.

Students showed improved confidence and clearer awareness of the behaviours and standards expected in the workplace.



“

Maryam from the Solihull Careers Hub said :

“This partnership with Daylesford and Smith's Wood Academies is a standout example of employers helping young people build essential workplace skills. Through the Birmingham Airport Project and ongoing engagement, VINCI and its partners are giving students real insight, long term support, and a model for impactful employer school collaboration.”

”

PETER SYMONDS COLLEGE STUDENTS VISIT THE WINCHESTER HOSPITAL CONSTRUCTION SITE

Students explored a live hospital construction environment, learning about digital tools, milestones and a range of apprenticeship and technical pathways. PPE equipped tours allowed students to observe operations firsthand, strengthening their understanding of the sector.

Learners reported greater interest in industry futures and improved understanding of the technical and behavioural expectations onsite.



Build Her Future – Challenging Stereotypes Through Early Years Engagement

As part of our commitment to rolling out **Build Her Future**, we delivered a series of stereotype-challenging sessions for primary pupils across several regions. These workshops were designed to broaden aspirations from an early age and help young learners see construction as an inclusive, creative and welcoming industry.

One example took place with a Year 3 cohort, where pupils took part in a fun and interactive session exploring the idea that anyone can succeed in any job, regardless of gender, background or appearance. Through an engaging presentation, children were introduced to the wide range of roles within construction and shown real examples of people breaking traditional stereotypes.

A hands-on activity formed the centrepiece of the session. Pupils tried on real PPE, including hard hats, high-visibility jackets, gloves and safety goggles, giving them a memorable and immersive experience. This practical element helped them understand safety on construction sites and allowed them to imagine themselves as future builders, engineers, architects or designers.

Across all sessions delivered this year, children responded with curiosity, confidence and excitement. These activities reinforced the importance of early intervention, helping young learners challenge limiting beliefs, explore new possibilities and see construction as a place where everyone can belong and thrive.



Driving Change - Apprentices

Apprenticeships are central to developing a skilled, diverse and future-ready workforce. In 2025, we strengthened early-careers pathways, expanded T Level support and improved supply-chain alignment to create clearer routes into sustained employment.

2025 Targets & Results

KPI / Metric	Target	Status
New Apprentices	—	●
Apprentice Weeks	7350	●
Total Apprentices	—	●

Status Key

- Below target (within 20% of KPI target)
- Impact metric only – reflects development of future talent, mentoring and project-based learning

We Said, We Did – Apprenticeships 2025

We Said:

We would expand apprenticeship opportunities across more disciplines, work more closely with our supply chain to create local opportunities, strengthen mentoring and post placement support, and align apprenticeship pathways with our Community Skills Centre and outreach programmes.

We Did:

- Supported apprentices across multiple disciplines including management, engineering, trades and professional roles
- Expanded structured support for T Level industry placements with clearer progression pathways
- Delivered enhanced mentoring and pastoral support to boost confidence and retention


What We Learned

- T Levels continue to provide a strong early careers pipeline of motivated learners
- Supply chain alignment remains inconsistent and needs clearer expectations at pre start
- Tracking and monitoring need strengthening to improve visibility of apprentice progress

Looking Ahead to 2026

- Enforce the Social Value Charter more consistently across regions and supply chain partners
- Improve recording of T Level students and apprentices
- Increase accessibility for individuals facing employment barriers through better connected pathways

19 New  VINCI Building Apprentices

 5,945 Apprentices Weeks

 816 Apprentices Supported

Case Studies

The following case studies represent a selection of the activities we delivered in 2025. They showcase the depth, variety and impact of our work, but do not reflect every initiative completed across the organisation. Many more projects, programmes and engagements took place across the year.

5% GOLD MEMBER ACHIEVEMENT

We continued to hold Gold accredited membership in The 5% Club’s Employer Audit Scheme, reaffirming our commitment to high quality “*earn and learn*” pathways. More than 5% of our UK workforce is made up of apprentices, graduates and placement students, exceeding the benchmark required for Gold status. This reflects our long standing investment in developing future talent and embedding learning and progression within everyday delivery.



EARLY CAREERS DAY

Our annual Early Careers Day remains a pivotal part of developing our future workforce. In 2026, we hosted a cross delegation event welcoming 69 apprentices from across VCUK.

The programme strengthened confidence, collaboration and organisational understanding, helping apprentices build connections and develop key professional skills. The event reinforced a unified approach to early careers development, ensuring all apprentices receive a consistent, high quality experience from day one.

EARLY CAREERS
Create Your Next Move



Duke of Edinburgh's Gold Award – Building Confidence, Resilience and Ambition

In 2025–26, four apprentices worked towards their DofE Gold Award, with eight more joining the new cohort launched in November 2025. Activities included leadership challenges, volunteering and outdoor expeditions. A standout achievement was an apprentice securing a place in the 2026 London Marathon through the DofE charity and raising £1,500 by the end of 2025. The programme continues to strengthen personal resilience, teamwork and aspiration.



FUTURE-READY: A T LEVEL JOURNEY THAT LED TO AN APPRENTICESHIP

Rayhan's journey demonstrates the strength of our T Level progression pathway and the value of meaningful industry placements. After completing his **90 day T Level placement** on our Birmingham Airport project, he developed a clear ambition to continue his career with us. His time on site helped him understand our expectations, build confidence and form strong relationships with the team.

This foundation supported his successful progression into our **Degree Apprenticeship Programme**, where he is now studying the **Level 4 HNC Site Supervisor** course. Rayhan continues to build on the skills he developed during his placement and is already making strong progress in his early career.

His journey reflects the wider benefits of T Level partnerships, employers gain early access to emerging talent, and learners gain real workplace experience that prepares them to step confidently into skilled roles and long term apprenticeships.



Driving Change - Community

In 2025, we focused on people, places and possibilities – strengthening grassroots partnerships with foodbanks, community hubs, mental health charities and CICs, and scaling SOMAD days to deliver visible improvements to local spaces.

2025 Targets & Results

KPI / Metric	Target	Status
Community Engagement Activities	105	●
Volunteering Hours	—	●
Donations to Community Projects	—	●

Status Key

- Met or exceeded target
- Impact metric only – reflect volunteering and donations that improve local facilities, strengthen community services and leave a positive legacy beyond the build.



We Said, We Did – Community 2025

We Said:

We said we would shift from one-off activities to deeper, long-term programmes and strengthen relationships with grassroots organisations.

We Did:

- Delivered extensive community support through volunteering, donations and improvements to facilities, foodbanks, schools, charities and NHS partners
- Strengthened long term relationships with grassroots organisations through skilled labour, materials and practical repairs
- Mobilised supply chain partners to support charitable events, seasonal appeals, youth groups, environmental projects and crisis response

What We Learned

- Sustained, repeat support drives far greater impact than one off activities
- Skilled volunteering and material donations provide high value for resource limited community groups
- Community needs vary widely, requiring flexible, responsive delivery and stronger coordination

Looking ahead to 2026

- Prioritise multi month, planned community programmes with clear outcomes
- Improve consistency of community reporting and strengthen coordination with supply chain partners
- Focus support where it matters most: vulnerable families, wellbeing initiatives, grassroots charities, crisis response and place based priorities



Case Studies

The following case studies represent a selection of the activities we delivered in 2025. They showcase the depth, variety and impact of our work, but do not reflect every initiative completed across the organisation. Many more projects, programmes and engagements took place across the year.

SUPPORTING NEURODIVERSE FAMILIES THROUGH PARTNERSHIP

We have developed a strong partnership with **SPACE Hertfordshire**, a charity supporting neurodivergent children, young people and their families. Ahead of the charity's annual Easter celebration, teams collected and donated Easter eggs and craft supplies, enabling SPACE to host a sensory friendly event for families who often face barriers to mainstream activities. Children enjoyed creative, judgement free play, while parents connected with others who share similar experiences.

To deepen the partnership, we also organised a charity golf day with colleagues and supply chain partners, raising vital funds to help SPACE continue delivering workshops, support groups and community events. These activities raised awareness of the challenges neurodivergent families face and strengthened inclusion across the Hertfordshire community, work that will continue into 2026.



SUPPORTING SHREWSBURY ARK

Shrewsbury Ark supports people experiencing homelessness, providing hot meals, essential items and a safe place to connect. Our project team partnered with the charity and supply chain businesses to deliver a coordinated programme of improvements based on their priority needs.

Support included a skip for site clearance, donated polycarbonate sheeting for canopy works, warm winter clothing, new bird boxes and garden accessories, improved outdoor lighting, and a full repaint of the perimeter fencing. External spaces were reorganised, new planters and seating installed, and commercial advice provided on future works such as asbestos removal.

In total, **97 volunteering hours** helped transform the environment into a safer, warmer and more dignified space, strengthening the vital services Shrewsbury Ark provides.



SUPPORTING PRESTWICH'S HOMELESS COMMUNITY THROUGH WINTER

In November 2025, our team began supporting **Prestwich Met Street Eats**, a volunteer led initiative providing hot meals to people experiencing homelessness. After seeing the dedication of volunteers, Senior Construction Manager Andy Wertylo opened our on site welfare canteen each Thursday, giving people a warm, safe and dignified space to sit, eat and connect.



In December, we hosted a festive winter gathering, offering a special Christmas meal for those who may otherwise have gone without. Our support continues through winter 2026, with the canteen remaining open each week.

This small but meaningful act of sharing warmth, space and compassion is helping restore comfort and community connection for some of Prestwich's most vulnerable residents.

REVITALISING MONK'S BROOK FOR A SAFER, GREENER COMMUNITY

As part of a SOMAD volunteering day, colleagues spent time improving the well used **Riverside Walk / Monk's Brook Path** in Southampton. What began as simple litter picking quickly revealed a wider community need. The team cleared dense bramble, cut back overgrown vegetation and removed accumulated waste, improving visibility and making the path safer and more welcoming.

Residents expressed genuine gratitude, highlighting the route's importance for wellbeing, travel and social connection. The improvements delivered an immediate transformation and helped build early relationships ahead of the 2026 design and build project, demonstrating how hands on social value contributes to stronger long term outcomes.

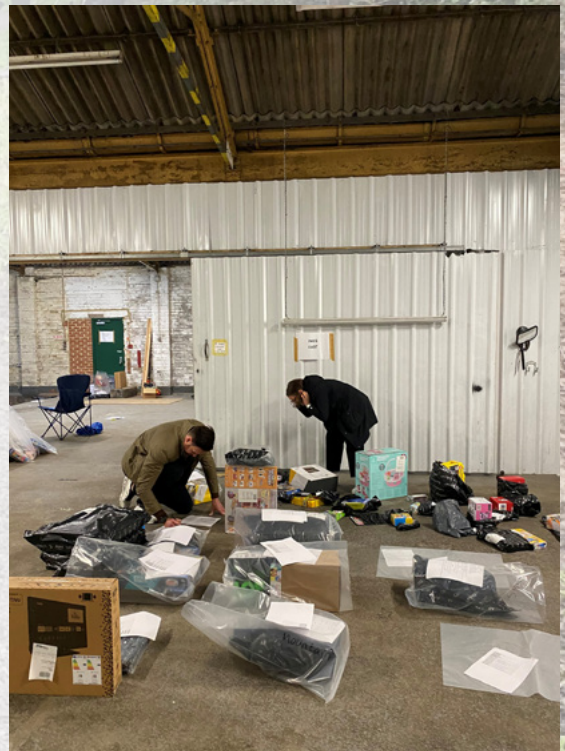


SUPPORTING YORKSHIRE CHILDREN'S CHARITY

Our Northeast team, led by Construction Director Dave Clarke, came together to support **Yorkshire Children's Charity**, helping sort and pack festive gifts for children in need across more than 120 schools. The activity supported the charity's mission to improve the lives of disadvantaged children and ensure Christmas was special for those who may otherwise have gone without.

Alongside volunteering, the team sponsored the **Great Yorkshire Build** charity cycle ride, donating £2,000 to support the charity's year round work.

This combined effort reflects the spirit of giving and demonstrates how our people can create meaningful, lasting change in the communities where we work.



Driving Change - Employment & Skills

Creating pathways into employment remains central to our social value strategy. In 2025, we focused on addressing local skills gaps and supporting individuals, particularly those from underrepresented or disadvantaged backgrounds, into meaningful sustained work.

2025 Targets & Results

KPI / Metric	Target	Status
Employment Opportunities	263	●
Employment Support Activities	26	●
Work Placements (weeks)	131	●
Training Weeks	525	●

Status Key

● Met or exceeded target

We Said, We Did - Employment & Skills 2025

We Said:

We would strengthen partnerships with employment services, expand tailored support for priority groups and improve progression routes into work.

We Did:

- Delivered targeted employment programmes with local authorities and employment services
- Supported NEET learners and priority groups through tailored employability sessions
- Provided structured work placements offering real experience on live projects

What We Learned

- Employment support and work experience deliver strong results by building readiness for work
- Stronger linkage is needed between education outreach and employment pathways
- A more consistent pipeline is required to transition students into placements, apprenticeships or training

Looking Ahead to 2026

- Strengthen support for care leavers through tailored, barrier focused interventions
- Expand the Community Skills Centre model into additional regions
- Increase collaboration with local employment services and charities to maximise reach and impact



1,422
Employment
Opportunities

77 Employment
Support
Activities 

319
Work
Placement
Weeks 

646
Training
Weeks 

Case Studies

The following case studies represent a selection of the activities we delivered in 2025. They showcase the depth, variety and impact of our work, but do not reflect every initiative completed across the organisation. Many more projects, programmes and engagements took place across the year.

SKILLS CENTRE BRENTWOOD – READYING LEARNERS FOR EMPLOYMENT

We partnered with Skills Centre Brentwood to give learners meaningful, real world exposure to the construction industry. More than 40 learners took part in structured site visits, gaining first hand insight into a live construction environment, observing day to day operations, and hearing from our project team about the wide range of careers available across the sector.

To help learners prepare for employment, we also delivered mock interview sessions offering practical experience, constructive feedback and guidance on presenting their skills with confidence. These sessions

helped learners better understand what employers look for and how to communicate their strengths effectively.

This collaboration strengthened learners' understanding of construction pathways, boosted their readiness for work and reinforced our relationships with local training providers. Together, these activities helped more individuals take their next step towards meaningful and sustainable employment.



OPENING DOORS FOR CARE LEAVERS: EMPOWERING FUTURES IN YORKSHIRE

As part of our Social Value commitments for the Leeds University Zero Carbon scheme, we took the opportunity to join a regional pilot exploring how employers can better support care experienced young people into work. The programme offers structured one to one mentoring, helping young people explore their strengths, set goals and build confidence as they move towards independence.



Our contribution centred on targeted, employability focused mentoring. We supported a young person, Ali, through three personalised sessions that helped him clarify his aspirations and understand the steps needed to pursue them. To support his interest in environmental management, we arranged further conversations with our Sustainability & Environmental Manager and technical partners to explore roles, qualifications and possible career routes.

By taking part in this pilot, we helped shape an employer led approach that gives care leavers meaningful guidance, real opportunities and a stronger foundation for their next steps into education, training or employment.

GROWTH PATH TO EMPLOYMENT: REAL OPPORTUNITIES FOR YOUNG PEOPLE

Through our work at Birmingham Airport, we supported the Growth Path Project, a local employment charity helping young NEET individuals overcome barriers into work. The programme offers pre employability training, real work experience and supported pathways into construction roles.

We identified upcoming labour requirements and worked with Growth Path to match the right candidates to real on site opportunities. To help them prepare, we delivered a pre employability day covering site operations, labouring roles, expected behaviours and progression routes within the supply chain.

Following interviews for three available positions, two young people secured paid roles and are progressing well. The third role has been reserved for the next cohort, ensuring continued opportunity and long term community benefit.

This collaboration demonstrates how tailored support, real insight and direct employer engagement can open meaningful pathways into construction for young people who need it most.

CREATING LOCAL EMPLOYMENT THROUGH PARTNERSHIP WITH SEFTON @ WORK

Our partnership with Sefton @ Work has been central to creating meaningful employment opportunities through the Bootle Strand Transformation. By combining targeted recruitment, accessible training and joined up employer engagement, we supported local residents, many previously unemployed, into sustainable roles across our project and supply chain.

Throughout 2025, we delivered careers events, construction insight sessions and employer encounters that connected residents directly with real vacancies. As a result, local people secured roles such as Traffic Marshalls, Demolition Operatives, Welfare Cleaners and Gatemen, supported by specialist training that strengthened their long term job readiness.

Our impact was recognised in October with a Sefton @ Work STAR Award for our commitment to recruiting locally. One local resident, Stephen, also received a performance certificate for reliability and progress, a powerful example of how partnership led recruitment can transform individual lives and strengthen local communities.



“

“This collaboration has become a standout example of how contractors and employment services can work together to create real pathways into work for local residents.”

”

Carmen Baccino, Sefton @ Work

FROM SERVICE TO SITE: DARREN’S JOURNEY INTO CONSTRUCTION

Darren’s transition from the Armed Forces into civilian employment shows the impact of structured support and inclusive pathways. After leaving the military, he joined the Hull CDC project on a placement through BuildForce, the national program supporting service leavers into construction careers.

Like many veterans, Darren approached civilian employment with understandable nerves, but he quickly settled with the encouragement and openness of our team. He described the experience

as *“a seamless exit from the Armed Forces,”* feeling welcomed and supported from day one.

Through shadowing, guidance and peer mentoring, Darren built confidence and capability, gaining a clear understanding of site operations and expectations. His strong performance led to his placement being extended to August 2025.

Darren’s journey shows how veterans can thrive when given the right support and how their skills, resilience and work ethic strengthen our projects and teams.

Community Skills Centre

The Community Skills Centre model, launched in 2024, continued to play an important role in supporting people who face barriers to employment. While a wider rollout had been planned, several projects experienced contract delays, meaning some centres scheduled for 2025 will now launch in 2026. Each centre delivers a training programme that combines practical skills, personal development and employer engagement. Learners work towards a Level 1 qualification, gain CSCS accreditation where appropriate, and receive tailored mentoring linked to their individual goals. The programme supports participants including NEET learners, care-experienced young people, people with disabilities, veterans and those returning to work.

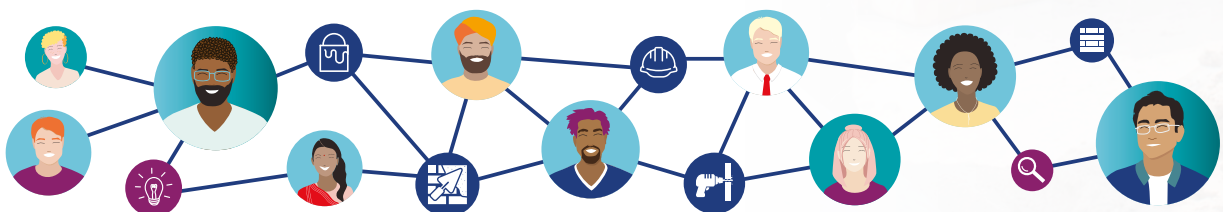


In 2025, two cohorts were designed specifically for neurodiverse NEET learners, whose intended progression route was further education, such as college-based trade courses, rather than immediate employment. As a result, employment outcomes appear lower this year, reflecting the programme's tailored design. The model remains fully embedded and will continue to expand in 2026 as delayed projects come online.



Start your career in construction here...

COMMUNITY SKILLS CENTRE





8 Into
Employment

39 

People
Enrolled

27 Completed
Training



3 Skills
Centres
Set up



in 2025

Driving Change - Sustainability

We continued to build momentum on our sustainability ambitions throughout 2025, delivering against the **Environmental Roadmap launched in 2024**. The roadmap sets out how we translate long term environmental goals into practical, measurable actions, guided by three core priorities:

- Act for the Climate
- Optimising Resources for a Circular Economy
- Preserving Natural Environments



These priorities shaped our work across the year as we strengthened delivery, monitored progress, and embedded sustainable practice across our projects.



VOLUNTEERING AT WALTHAMSTOW WETLANDS

Two volunteer teams from the Whipps Cross Hospital MSCP project dedicated a day to supporting conservation efforts at **Walthamstow Wetlands**, one of Europe’s largest urban nature reserves and an essential sanctuary for wildlife and local residents.

After a welcome and safety briefing, volunteers set to work clearing overgrown vegetation from the visitor car park. This practical task significantly improved the number of usable parking spaces, enhancing access for thousands of people who rely on the Wetlands as a green refuge in the heart of North East London.

Throughout the day, volunteers learned about the site’s ecological importance, its role in London’s water supply, and the diverse species it supports, from herons and kingfishers to dragonflies and bats. Their collective efforts contributed to the protection and maintenance of a vital community resource, leaving the team with a strong sense of pride and shared purpose.



CHAMPIONING SUSTAINABILITY AND INCLUSION AT GLOBAL GOALS WEEK

As part of our commitment to sustainability and inclusive education, we took an active role in **Global Goals Week** through our partnership with the Witherslack Group’s Futures Programme for SEND schools.

Emma Poneskis, our Principal Environment & Sustainability Manager, delivered a dynamic, hands on workshop exploring the role of insulation in sustainable construction. Speaking directly to SEND learners, Emma demonstrated how effective insulation reduces energy use, improves comfort, and supports climate action—bringing complex sustainability concepts to life in a clear, engaging and accessible way.

The workshop received excellent feedback from school staff, who praised its interactive format and Emma’s ability to tailor the session to the needs of the students. This activity also supports **Gatsby Benchmark 6**, ensuring learners gain high quality employer engagement and real world insights.

Our growing partnership with the Witherslack Group now reaches multiple schools nationwide, inspiring young people to explore future pathways in sustainability and construction.

Driving Change - FIR

Fairness, Inclusion and Respect remain central to who we are. An inclusive culture strengthens wellbeing, innovation, and performance across our business, and in 2025 we took significant steps to deepen this commitment.



Fairness | Inclusion | Respect

This year, we rolled out *Inclusive Leadership and Active Bystander training*, equipping teams with the confidence and skills to challenge poor behaviour and champion respect across all sites. A refreshed FIR toolbox talk was issued business wide, supported by mandatory site level FIR risk assessments to drive consistency and accountability.

We also expanded our inclusion resources, introducing updated guidance on sexual harassment prevention, inclusive language, cultural awareness, menopause, fertility, and inclusive recruitment—helping ensure every employee feels safe, respected, and supported.

Quarterly reviews of our FIR log, along with insights from our employee networks, enabled us to identify issues early and embed continuous improvement into our approach.

Our goal remains clear: **a workplace where everyone feels respected, included, and able to thrive.**



Culture and Heritage Network

A space to gain knowledge, information, and advice without judgement.



Employee Networks are an integral element of the Fairness, Inclusion and Respect strategy to create a workplace that engenders respect and enhances employee engagement to improve retention and recruitment, with a role of developing tangible actions such as forming recommendations on Policies to People Steering Group.



Neurodiversity Employee Network

A place to celebrate differences, to challenge stereotypes and misconceptions, and to share experiences.



Women's Employee Network

A safe space to share thoughts, feelings, stories, knowledge, and strengthen connections.



Early Careers Employee Network

To bring together Graduates, Apprentices, and Placement Students to engage, connect, and communicate.



LGBTQ+ Employee Network

To increase diversity and the feeling of being included; allow individuals to bring their whole self to work.

WITHERSLACK FUTURES AWARD — CELEBRATING INCLUSIVE IMPACT

Our sustained commitment to providing meaningful, inclusive support for SEND learners was nationally recognised with the **Witherslack Futures Award**, a testament to the depth, consistency, and real world impact of our contribution to the Witherslack Futures Programme.

Throughout 2025, we delivered a series of engaging, accessible activities designed to inspire SEND students and broaden their understanding of construction careers. These included careers presentations, hands on building activities, interactive façade and H&S workshops, and practical sessions that challenged gender stereotypes and showcased the diversity of roles within the sector.

Learners also took part in immersive site visits, giving them a tangible insight into how a live construction project operates and the skills, behaviours, and teamwork involved.

The Witherslack Futures Award reflects the strength of this partnership and recognises how our inclusive approach is helping SEND learners build confidence, explore new possibilities, and see themselves in future careers they may not have previously considered.



INCLUSION IN ACTION: SUPPORTING THE LONDON IRISH FOUNDATION'S ANNUAL FESTIVAL

As part of our commitment to Fairness, Inclusion and Respect, our Heathrow T4 MSCP project team volunteered at the **London Irish Foundation's Annual Inclusion Festival**, held in recognition of the *International Day for Persons with Disabilities (IDPD)*.

The festival brought together 270 young people with diverse disabilities for a day centred on accessible sport, teamwork, and belonging. With no medals, scores or competition, the event focused purely on enjoyment, confidence, and participation.

Our volunteers supported a wide range of inclusive activities, from inflatable target passing and disc



throwing to rugby netball, walking football and new age bowls, ensuring every young person felt encouraged, supported, and included.

The festival highlighted the power of adaptive sport: when activities are designed for everyone, communities flourish, barriers fall, and young people are empowered to thrive.



SUPPORTING SPACE HERTFORDSHIRE AT RECFEST 2025

SPACE Hertfordshire was selected as the official charity partner for RecFest 2025, one of the UK's leading events for HR and recruitment professionals. The partnership offered a powerful platform to spotlight neurodiversity in the workplace and raise awareness of SPACE's specialist support for families of neurodivergent children and young people.

With neuroinclusion becoming an increasing priority for UK employers, SPACE used RecFest to share its expertise in creating inclusive, supportive working environments. Thousands of HR leaders attended the festival, giving the charity a unique opportunity to connect with organisations committed to improving workplace culture.

Volunteers supported SPACE across the day, proudly wearing branded t-shirts to amplify visibility. They hosted the stand, engaged attendees, shared SPACE's mission, and highlighted its workplace training offer. They also networked across the site, directing visitors to key neuroinclusion sessions.

The charity reported increased interest from employers following the event, with several HR teams requesting follow up discussions, demonstrating the clear impact of the volunteers' contribution.



Driving Change - VINCI Foundation

The VINCI Foundation reflects our belief that sustainable success is inseparable from a strong social purpose. It represents our long term commitment to the communities where we build and operate, supporting projects that strengthen inclusion, wellbeing, and opportunity across the UK and Ireland.

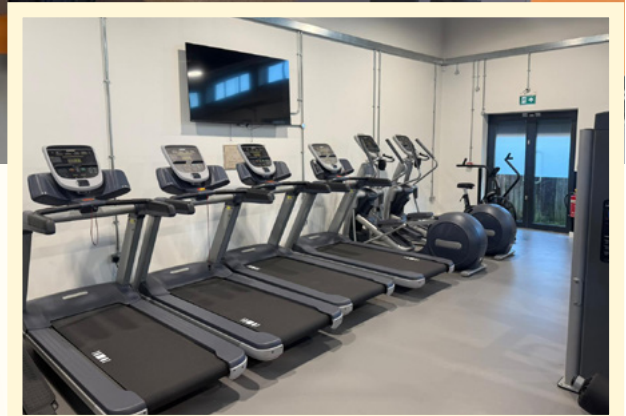
VINCI UK
FOUNDATION

In 2025, employees across VINCI Building sponsored charities and community organisations that matter deeply to them. Through these partnerships, **£18,961** was awarded to initiatives improving local facilities, supporting vulnerable groups, and helping people into better futures, demonstrating our continued commitment to creating positive, meaningful change in the places we serve.

SUPPORTING NEW FERRY RANGERS COMMUNITY & FOOTBALL CLUB

The New Ferry Rangers Community and Football Club plays a vital role in promoting healthy living, social inclusion and accessible sport for children, families, older adults and people with mobility challenges.

A **£6,500 VINCI Foundation grant** is supporting the creation of a new regeneration hub. The funding is enabling the purchase of gym equipment and Community Café furniture, helping to establish a welcoming, inclusive space that brings local people together, promotes wellbeing and strengthens community connection.



EMPOWERING WOMEN INTO WORK: SMART WORKS LEEDS

Smart Works helps unemployed women gain confidence and secure employment through personalised coaching, interview preparation and access to professional workwear. Their impact is significant, 63% of clients move into work within a month, and 96% report improved confidence.

A **£4,961 VINCI Foundation grant** is enabling Smart Works Leeds to renovate and expand their staff office, creating a more professional, supportive space. This improved environment will allow the charity to reach more women, involve additional volunteers, and deliver tailored support that removes barriers to employment.



CREATING SAFE, SUSTAINABLE HOMES FOR FAMILIES IN CRISIS

Save the Family provides safe accommodation and wrap around support to homeless and at risk families through 26 self contained homes and programmes focusing on mental health, domestic abuse, substance misuse, skills and family wellbeing.

A **£7,500 VINCI Foundation grant** is funding the replacement of ageing softwood windows with sustainable hardwood alternatives. These upgrades will improve insulation, energy efficiency and comfort, creating warmer, safer and more sustainable homes for families experiencing significant hardship.





Save the Family

VINCI UK BUILDING				18-05-78	
PAY SAVE THE FAMILY				DATE 23/09/2025	
HUNDRED THOUSANDS	TEN THOUSANDS	THOUSANDS	HUNDREDS	TENS	UNITS
AMOUNT OF POUNDS IN WORDS: PENCE AS IN FIGURES				£ 7,500	
VINCI UK FOUNDATION				VINCI UK FOUNDATION	
568743 60 9856 16759432					

REFLECTIONS & AMBITIONS

2025 Reflections

Looking back on 2025, we have strengthened both the depth and visibility of our social value delivery across the business.

This year's insights have helped us better understand where delivery is working well, where clearer expectations are needed, and where targeted support will further improve consistency between regions.

Together with our teams, partners and supply chain, we have made meaningful progress across education, apprenticeships, employment pathways, community support and skills development. The introduction of Business Unit-level reporting has given us a more complete and transparent picture of our impact, providing valuable insight into where shared learning can continue to raise standards.

As a result, we enter 2026 with a stronger foundation, a clearer understanding of what drives impact, and a more focused view of where our collective efforts will deliver the greatest benefit.



Future Ambitions - 2026

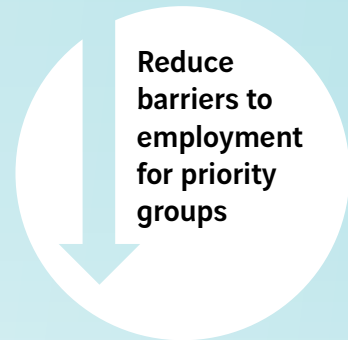
Looking ahead, our focus is on strengthening the depth, consistency and impact of our social value delivery.

Reflecting strong progress in 2025, we have increased several targets and introduced two new KPIs: Wellbeing, recognising the importance of mental health and social connection, and Supporting SMEs & VCSEs, reinforcing our commitment to inclusive procurement and local economic growth.

A key ambition for 2026 is improving alignment across projects and partners. By setting clearer expectations for supply chain contribution, we will drive greater consistency across apprenticeships, employment opportunities, volunteering, community investment and inclusive practice. Each Business Unit will develop a Social Value Action Plan shaped by its 2025 performance, focused on raising consistency, strengthening recording and improving delivery where it matters most.

We will continue to strengthen progression pathways, improve transitions from education into placements and apprenticeships, and expand support for priority groups including NEET learners, care leavers, veterans and SEND learners. Partnerships remain central to our approach, and we will deepen collaboration with local authorities, employment services, grassroots organisations and specialist charities. Guided by data, feedback and lived experience, we will continue to deliver meaningful social value and a lasting positive legacy across every project.

Additional 2026 Ambitions





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