

# Delivering Social Value

## SOCIAL IMPACT REPORT 2024





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**Danielle Doherty**  
Head of Social Value

## Foreword

At VINCI Building, we believe that the true measure of our success lies in the positive and lasting impact we create for people and places—not just in the infrastructure we deliver.

In 2024, our work was guided by our core values of humility, team spirit, excellence, entrepreneurship, and integrity. These values underpin a culture of inclusion, innovation, and shared responsibility across every project we deliver.

Our dedicated Social Value team plays a central role in embedding impact into our operations. Working in close partnership with our supply chain and local communities, they focus on addressing local needs, creating opportunities, and fostering environments where people can thrive.

This report captures the tangible outcomes of that work — from supporting grassroots initiatives and expanding access to education and employment, to advancing sustainability and inclusion. It also reflects how we are learning and evolving—using data, feedback, and lived experience to shape our future priorities.

By aligning our delivery with community needs and national priorities, we aim to build more than infrastructure. We aim to build trust, unlock potential, and leave a legacy of meaningful, measurable change.

*Humility*

*Team spirit*

*Excellence*

*Entrepreneurship*

*Integrity*

## The driving force behind our social impact

Our Social Value team combines expertise, passion, and a shared mission to drive meaningful change. At the heart of our approach are our regular team meetings, where we exchange ideas, refine strategies, and foster innovation. These sessions are an open and supportive environment where every voice is heard, and collaboration thrives.

Through this are shared learning and mutual support, we continuously enhance the impact of our initiatives and ensure they remain closely aligned with our values.

By sharing best practices, tackling challenges together, and supporting one another, we ensure that our efforts are not only impactful but also responsive to the evolving needs of the communities we serve. This commitment to constant growth and collaboration enables us to deliver solutions that are both meaningful and sustainable.

**Danielle  
Doherty**



Head of  
Social Value

*"My passion for social value comes from a commitment to positive community change. I believe every action can make a difference, and by fostering inclusivity and support, we can build a better, more equitable future."*

**Helen  
Pietruch**



Social Value  
Manager

*"I'm dedicated to help build a society where everyone has equal opportunities and a fair chance to succeed."*

**Hannah  
Bailey**



Social Value  
Manager

*"My drive to create social value in the Northwest stems from the desire to make a genuine change in the areas in which we work. To achieve this, I work closely with the people at the heart of communities, providing opportunities and positive change for local people."*

**Hope  
Crabtree**



Social Value  
Coordinator

*"To me social value means creating a real long-lasting, positive change in communities through creating opportunities, building connections and improving spaces for people to thrive."*

**Kayleigh  
Ball**



Social Value  
Manager

*"I thrive on the opportunity to contribute to something larger than myself and actively work towards a more equitable and inclusive society. For me, social value isn't just a metric; it is the meaning and purpose behind the work we do. Being part of positive change in the communities I live and work in is incredibly fulfilling."*

**Fiona  
Weir**



Social Value  
Manager

*"I am deeply passionate about creating positive change in our local communities. Whether it's empowering the next generation in their career paths, supporting our community, or helping people acquire new skills for employment, there are countless ways we can make change together."*

## How we measure social value

At VINCI Building, we take a structured and transparent approach to measuring social value. Our framework is aligned with the Social Value Model (PPN 06/20) 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, sustainability, and inclusion—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.

For example, a testimonial from a local enterprise that benefited from our VINCI Foundation illustrates the positive impact on the community:

“

*“The funding provided by VINCI Building has enabled us to gain a key position within the community so that Borrow It Blackpool can reach as many people as possible. It will also enable us to design and build a multi-purpose workshop so that the community can gain vital skills, contributing to a circular economy. With our new premises, Borrow It will continue to save the planet one borrow at a time!”*

”



### Education

**237** Activities



**7,616**  
Apprentice  
Weeks



**855**  
Apprentices

**13,161**



Volunteering  
Hours



**250**  
Work  
Placement  
Weeks

**1,969**



Training  
Weeks



**175** Community Activities



**2,525** Wellbeing Hours

**219k** Donations to Community Projects



**4,696** Employment Opportunities

**Spend with Local Supply Chain**



**£335.6m**

**Status Key**



Met or exceeded target (KPI)



Slightly below target  
(within 10% of KPI target)

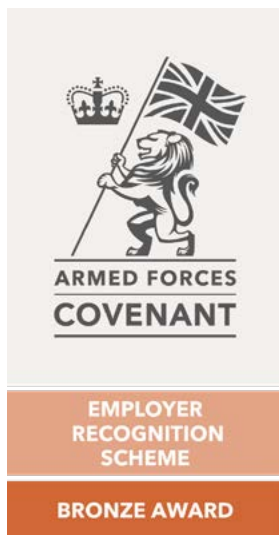


Impact metric only –  
not a formal KPI, but included to  
demonstrate broader social value

## Key partners

While VINCI Building delivers social value by targeting areas most in need and addressing deprivation, collaborating with local services and community groups is crucial. This collaboration ensures our initiatives are tailored to the specific needs and aspirations of the communities we serve. Our national partnerships foster trust, collaboration, and sustainable impact, enabling us to effectively address local challenges and create meaningful, lasting change.

Our key partners include the following:



## This section reflects on what we set out to achieve in 2024 — and what we actually delivered.

Throughout the year, we've taken time to reflect on what's worked well, where we've made the biggest difference, and where we still have room to grow. We've looked beyond the numbers to understand the stories behind the data, the partnerships that made things possible, and the lessons that will shape how we move forward.

What follows is a summary of our key themes presented through a *"We Said, We Did"* lens. It's not just about showcasing success; it's about being transparent, learning from experience, and using that insight to do better in 2025 and beyond.

This is how we drive change—not just through delivery, but through reflection, adaptation, and continuous improvement.



Driving Change - Education

Education is a cornerstone of our social value strategy. In 2024, we delivered a wide range of learning activities to help young people build skills, confidence, and aspirations. The following examples are typical of the work we carried out across the year.

We worked closely with schools, colleges, and education partners to deliver a wide range of activities—from careers talks and site visits to hands-on workshops and SEND-focused sessions. These engagements were designed to align with CIAG benchmarks and ensure inclusive access to opportunities across all regions.

We Said, We Did – Education 2024

| KPI / Metric         | Target | Status           |
|----------------------|--------|------------------|
| Education Activities | 241    | ● Slightly Below |
| Students Engaged     | —      | ● Impact Metric  |
| Engagement Hours     | —      | ● Impact Metric  |

Status Key

- Slightly below target (within 10% of KPI target)
- Impact metric only – We track engagement hours and student reach to show how our work is inspiring young people to explore careers in construction—especially roles they might not otherwise hear about.

What We Learned

While we narrowly missed our target for education activities, the breadth and depth of engagement remained strong. Feedback from schools and students highlighted the value of real-world insights and hands-on learning. Our SEND outreach in particular demonstrated the importance of tailored, inclusive programming.

Looking Ahead

In 2025, we will:

- Strengthen follow-up engagement to measure long-term impact
- Increase collaboration with CIAG networks and education hubs



## EMPOWERING FUTURE CAREERS: LEYTONSTONE MOCK INTERVIEW DAY

We support educational initiatives that provide students with practical experiences and career guidance. In November 2024, 5 members of our Whipps Cross project team and supply chain partner Huber took part in Leytonstone High School's Mock Interview Day in East London, an event designed to help students prepare for their future careers. The school sought employers from various industries to reflect the diverse ambitions of their students. Our team spent three hours

at the school, conducting mock interviews with three students each.

Students shared their appreciation for the encouragement and constructive advice they received during the interviews. Many noted that the experience helped shape their aspirations for life beyond school, providing them with valuable insights into the professional world.



“On behalf of Leytonstone School, thank you for your invaluable support during our Mock Interview Day. Your time, expertise, and genuine engagement made a significant impact on our pupils, providing them with practical experience and confidence for their future pathways. Experiences like these shape their aspirations beyond school. We hope you found the experience rewarding and look forward to welcoming you back.”

Aga Landowska, Enrichment & Career Lead, Leytonstone School

## LINCOLNSHIRE CONSTRUCTION WEEK 2024

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Lincolnshire Construction Week 2024 was a career taster event designed to introduce school children. Over three days, students aged 10 to 18 were organised into small groups to rotate through a selection of employers and activities. These included hands-on skills like joinery, plastering, plumbing, building, painting and decorating, as well as team-working tasks and cognitive skills challenges.

VINCI Building hosted a Lego building challenge, welcoming approximately 100 students over the Tuesday and Wednesday sessions. Eight

employees supported the event, ensuring a smooth and engaging experience for the participants. Schools participating included primary, secondary, and SEN schools from Ingoldmells, Grantham, Boston, Lincoln, Gainsborough, and Epworth.

The Lego challenge required students to design, plan, price, and build a structure within a set budget. Each Lego piece had an assigned cost, encouraging students to think critically about resource allocation and budgeting.

This activity not only fostered creativity and design skills but also taught valuable lessons in financial planning and project management.

The event provided students with the opportunity to try various activities and quiz industry professionals about their career routes and daily work life. Pupils benefited from employer engagement, and the activities helped them explore team-working, design and creativity, numerical, and presentation skills.



## PARTNERSHIP WITH 2B ENTERPRISING IN WALES



VINCI Building has partnered with 2B Enterprising, an organisation dedicated to inspiring the next generation of ambitious, healthy, and informed citizens. This collaboration delivers impactful educational workshops to students across various schools, connecting their hobbies and interests to potential career paths while developing essential skills.



## CAREERS WORKSHOPS

Kayleigh Ball, Social Value Manager, along with Jean Glaze, Senior Quantity Surveyor, and Sion Rees, Project Manager, visited year 5 and 6 students at Mountford Manor, Richmond Park, and Ysgol Caer Elen. Students explored how their hobbies could translate into careers, working in teams to identify related jobs and emphasising both soft and hard skills.

## MARKETING WORKSHOPS

Kayleigh Ball, Jayden Brewer, Rhys Mathias, and Sion Rees conducted marketing workshops at Mountford Manor, Richmond Park Primary, and Ysgol Caer Elen. Students learned about logos, taglines, and branding, creating campaigns to save the local bee population, promoting creativity and design skills.

## BUMBLES OF HONEYWOOD WORKSHOPS

Kayleigh Ball, Andrew Brewer, and Spencer Thomas led sessions based on the Bumbles of Honeywood book series at Mountford Manor Primary, Richmond Park Primary, and Blaenbaglan Primary School. These workshops focused on leadership, teamwork, problem-solving, and resilience through activities like non-verbal communication challenges and teamwork exercises.

The partnership with 2B Enterprising has delivered significant educational value, helping students connect their interests to career possibilities and develop vital skills. The workshops have been well-received, with students actively engaging and showing new found enthusiasm for their future careers.



“

*“The Programme provides opportunities for the pupils outside of the classroom, whilst embedding core elements of the curriculum. The planned activities are engaging for pupils of all abilities and for those with behavioural needs. It was great to see the pupils engage in problem solving tasks as part of a group. The pupils have loved it”.*

”

## HARVILLS HAWTHORN PRIMARY SCHOOL CONSTRUCTION DAY

In July 2024, we engaged with Harvills Hawthorn Primary School in West Bromwich to provide an enriching educational experience for their year 5 students.

This day included a site visit, a careers assembly, and interactive activities designed to immerse students in practical learning. Both year 5 classes participated in sessions where they rotated through various activities in smaller groups. These activities included learning about the dimensions and shapes involved in building design, using radios to transfer the design of a drawing to emphasise clear communication, and measuring distances to highlight the importance of maths, communication, and teamwork.

By engaging in hands-on activities and real-world scenarios, the students gained valuable insights into the construction process and the various skills required. The initiative not only enhanced their understanding of the industry but also inspired them to consider future careers in construction.

“Thank you so much for today. You and the team have put a lot of effort into the visit. The children have loved it and have found it really informative. It ignited a lot of interest from the girls too, which is amazing! Please pass on my thanks to Phil and Alec also. The presentation and tour was super and made the children really think.”



## ELEVATING SEND SUPPORT

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In 2024, the social value team focused on engaging SEND (Special Educational Needs and Disabilities) schools.

Statistics show that only 6% of SEND students end up with meaningful employment, although 65% express a desire for paid jobs. Employer engagement activities in SEND schools can significantly boost students' confidence and aspirations, showing them real possibilities within the workforce.

In contrast, mainstream schools generally have higher engagement with employers and more structured career programs. We connected with several schools across the country, delivering careers information, advice, and guidance through interactive sessions tailored to classroom needs.

## BRIDGEWAY SCHOOL

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Design Manager Jane Cottam delivered a career masterclass at Bridgeway School in Preston, catering to pupils with autism and neurodevelopmental needs. Nine students learned about Jane's career journey and roles in construction and built structures using marshmallows and spaghetti. One student remarked, *"I never thought I could build something like this. It was so much fun and I learned a lot about teamwork and engineering"*.

## WARGRAVE HOUSE SEND SCHOOL

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Hannah Bailey and Michael Malone from VINCI supported Wargrave House SEND School during their careers week. They engaged with 68 learners, providing information about the St Helens regeneration project and roles in construction. Older learners designed blueprints for the regeneration project, including amenities like a cinema and community garden. One student explained, *"I want a place where everyone can come together and enjoy nature."*

## CUMBERLAND SCHOOL

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Kim and Jane visited Cumberland School, speaking to 15 students about pathways into construction and various roles within the industry. They conducted a jargon buster session and built bridges from pasta and marshmallows. One student said, *"This activity helped me understand how structures work and made me think about a career in engineering."*

These engagements provided valuable career insights and fostered a sense of accomplishment among the students. Positive feedback from teachers and students noted increased interest in construction careers and improved teamwork skills.

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that improve everyday life



n Time Square



Fallowfield Student Accommodation, Manchester



Christie, Macclesfield



Preston Critical Care Unit



The Portal, Ellesmere Port

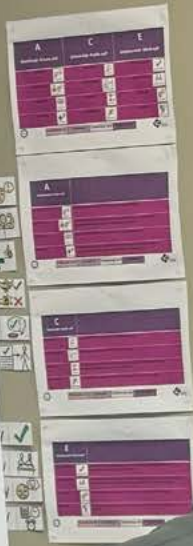
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WORK SAFE  
LIVE WELL

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## Driving Change - Community

Our commitment to community engagement is rooted in the belief that construction projects should leave a lasting, positive legacy. In 2024, we worked with local organisations, charities, and residents to deliver meaningful initiatives. The following examples are typical of the work carried out across the year.

From volunteering and fundraising to supporting grassroots projects and social enterprises, our teams across the UK contributed time, skills, and resources to make a meaningful difference.

### We Said, We Did – Community 2024

| KPI / Metric                    | Target | Status          |
|---------------------------------|--------|-----------------|
| Community Engagement Activities | 121    | ● Met/Exceeded  |
| Volunteering Hours              | —      | ● Impact Metric |
| Donations to Community Projects | —      | ● Impact Metric |

#### Status Key

- Met or exceeded target
- Impact metric only – By recording volunteering and donations, we show how our teams are actively supporting local needs and leaving a positive legacy beyond the build.

### What We Learned

Our community engagement efforts were wide-reaching and well-received. Initiatives like the Kingsley & Co relocation, foodbank allotment support, and Colebridge Trust partnership demonstrated the power of collaboration and local insight. Looking ahead, we see an opportunity to create even greater impact by connecting our education and community programmes—inviting students we engage through schools and colleges to contribute to community projects through design input, volunteering, or creative collaboration. This joined-up approach will help deepen engagement, build skills, and strengthen the legacy of our work..

### Looking Ahead

In 2025, we will:

- Strengthen our partnerships with grassroots organisations and social enterprises
- Expand the use of SOMAD days to increase employee volunteering
- Plan events with more stakeholders



## BUILDING BRIGHTER FUTURES: VINCI AND Y-KIDS TRANSFORM LITERACY IN BOOTLE

VINCI Building partnered with Y-Kids, a charity based in Bootle, one of the most deprived areas of Merseyside, to support families and young people. Led by CEO Claire Morgans, Y-Kids creates a nurturing environment and responds to community needs through various projects.

One of these projects is Kingsley & Co, a literacy initiative run by Y-Kids that aims to inspire children to exceed expectations and explore their imaginations through engagement in literacy.

The shop hosts numerous events annually, engaging with schools from the most in-need areas of Liverpool to ensure every child has a book to read. Their book recycling scheme is also great for the planet and ensures books are affordable for all.



“A massive thank you to VINCI for all your support recently and over the years to us at YKids & Kingsley & Co. With your continued support, for the likes of the **Believe Awards** and more recently at our children’s literacy event (with your team of helpers), it is fantastic to see how much you care about the local community and give your time and resources to support us and the work we do for the Bootle community. Without help from organisations like yourselves we would not be able to provide the support to children who need it most. Thank you all, for your help and support which is massively appreciated.”

Claire Morgans, Y-kids



## KINGSLEY & CO SHOP RELOCATION

When the Kingsley & Co book shop was affected by the redevelopment of Bootle and needed to move premises, our local team used their *“Stand Out Make a Difference”* (SOMAD) days, which allow each employee two volunteer days per year to support local charities. They supported the relocation by taking part in the big book move, working with the community as a human book-passing chain to move over 15,000 books to their new home.



VINCI also addressed another pressing need: a lack of a functioning café and kitchen area. During the relocation, we used our relationships with key supply chain partners to support their wish to have a functioning kitchen in their new premises, which they could not afford. By working together, we were designed and built a modern kitchen, contributing 221 hours, with support from HE Simm, MJS Joinery, and Sovini Group.



Through sponsorship of a **VINCI Foundation** application by Stuart Brown, Construction Director, we gained another £5,555 to enhance their facilities, enabling the purchase of essential kitchen equipment. VINCI employees prepared the new Kingsley & Co shop, building shelves and organizing books to create themed rooms, including a pirate-themed space.

Through these initiatives, VINCI demonstrates their commitment to positive change and community support, ensuring a brighter future for families in Bootle.

## SUPPORTING A LOCAL FOODBANK'S FLOURISHING ALLOTMENT

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VINCI Building has a long-standing commitment to supporting the Trussell Trust foodbanks across the UK, including the Doncaster and Bassetlaw region, through annual fundraisers, donating food, supplies, and financial assistance. In 2024, our team working on the nearby new Emergency Village project offered their time and skills.

Our team supported the foodbank's volunteers by preparing new vegetable beds in their grow-your-own allotment garden. This initiative is crucial as it helps the foodbank reduce dependency on external food donations, ensuring a steady supply of fresh produce for those in need.

We also assisted with potting and seeding, including planting lavender to attract pollinators, which is vital for a thriving garden ecosystem.

Bassetlaw Foodbank, part of the Trussell Trust's national network, aims to support local people experiencing financial crises with food and essential supplies.

By aiding the foodbank team's work at the allotment garden, we not only helped address immediate food needs but also promoted long-term food security and self-sufficiency for the foodbank and the families it serves.



## BUILDING COMMUNITY CONNECTIONS: VINCI'S IMPACT ON THE COLEBRIDGE TRUST

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During 2024, VINCI Building supported the Colebridge Trust, a local organisation to our Belfry Hotel project, with a focus on aiding the most vulnerable members of the Chelmsley Wood community.

The Colebridge Trust is a registered charity and recognised as the community development trust for North Solihull, within the West Midlands. The Trust operates in Solihull and surrounding areas, including parts of Birmingham and Warwickshire. Their mission is to create a cohesive society where people can achieve their full potential and overcome barriers to living inclusive, happy, and healthy lives through creative, innovative, and enterprising activities.

The Trust focuses on several key areas: employment and skills, health and wellbeing, community support, and community assets. VINCI Building's contributions to the Colebridge Trust have been diverse and impactful. Financial donations totaling approximately £300 were raised on-site and donated to the Trust's social isolation café. Additionally, we hosted a mental health-themed art class at the café, where attendees painted fruit and later took

home boxed packs of the produce. This helped residents positively interact with the volunteers, fostering a sense of community.

One of the memorable activities we organised was a trip to Olton Mere Sailing Club. VINCI Building facilitated transportation for the group, allowing them to enjoy a walk around the water to see the boats, followed by lunch and a game of bingo. For many attendees, it was their first time seeing a lake and boats, making it a special experience. The social isolation café, held every Friday, welcomes those most vulnerable to loneliness and deprivation.

VINCI Building's team also volunteered at the Colebridge Trust's social supermarket/foodbank, assisting with stocktaking, reorganising, and sorting items. Their donated time in expert support included upgrading electrical facilities at the Kingshurst Depot social enterprise, replacing lighting, heating, and other electrical components over a six-week period. Additionally, we provided urgent support for an overnight leak by donating dehumidifiers and sending a plumber to fix the burst pipe.



*"It's wonderful when an organisation truly understands social value and thinks outside the box. We are grateful to Fiona Weir and VINCI for organising a lovely trip to Olton Mere Sailing Club, where our group had a relaxing time exploring somewhere new and enjoying the outdoors.*

*Today's social café was one of the most amazing sessions we have had, thanks to Daniela Cantir and Fiona Weir. The support from wider organisations is invaluable in helping us run sessions like this for our community. The atmosphere, interaction, and artwork were brilliant — thank you both!*



Additionally, during recent inclement weather, we experienced flooding at Around Again Social Supermarket. Fiona sourced several dehumidifiers for us and attended with her colleagues to help tidy, clean, and check items for water damage. This enabled our volunteers to safely return to the building to pack food parcels for residents in North Solihull experiencing food poverty due to financial instability. Thank you for your continued support!"

The Colebridge Trust

”

Driving Change - Apprentices

Apprenticeships are a cornerstone of our social value strategy, helping us build a skilled, diverse workforce while creating meaningful opportunities for young people. In 2024, we focused on expanding access to apprenticeships—particularly for individuals from underrepresented backgrounds—and strengthening support across our supply chain.

Through collaboration with schools, colleges, and partners, we promoted early careers pathways and supported apprentices across a range of disciplines. Our Early Careers team played a key role in recruiting and mentoring apprentices, ensuring quality and inclusion throughout the programme.

We Said, We Did – Apprenticeships 2024

| KPI / Metric      | Target | Status           |
|-------------------|--------|------------------|
| New Apprentices   | —      | ● Impact Metric  |
| Apprentice Weeks  | 8442   | ● Slightly Below |
| Total Apprentices | —      | ● Impact Metric  |

Status Key

- Slightly below target (within 10% of KPI target)
- Impact metric only – These figures reflect how we’re building future talent—supporting apprentices into the industry and helping them grow through mentoring and real project experience.

What We Learned

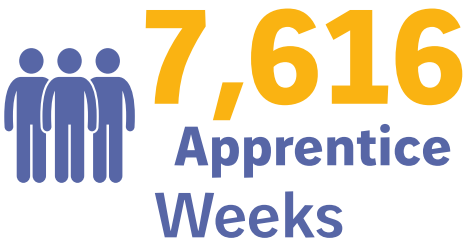
Our apprenticeship programme delivered strong results in 2024, with high engagement across projects and supply chain partners. The success of our outreach and mentoring efforts helped attract a diverse cohort and supported long-term workforce development.

We also saw the value of integrating apprenticeships with our broader employment and education initiatives—creating clearer pathways from school engagement to on-site experience and formal training.

Looking Ahead

In 2025, we will:

- Expand apprenticeship opportunities across more disciplines and work closer with our supply chain to create local opportunities
- Strengthen mentoring and post-placement support
- Align apprenticeship pathways with our Community Skills Centre and outreach programmes



## EARLY CAREERS DAY: SHAPING THE LEADERS OF TOMORROW

### EARLY CAREERS *Create Your Next Move*

VINCI Building's annual Early Careers Day is a dynamic event that brings together employees from across the country to explore key topics, career paths, and networking opportunities. This year, the event saw an impressive turnout with over 70 Early Careers employees in attendance.

John Roberts, Managing Director, kicked off the day with an inspiring welcome, highlighting the significance of our Early Careers programmes. The event was packed with engaging presentations from senior leaders, insightful

project overviews, and interactive sessions designed to spark creativity and collaboration.

Participants had the chance to dive into team activities like a thrilling Treasure Hunt and challenging Escape Rooms, fostering teamwork and problem-solving skills. The day culminated in an awards ceremony, where John Roberts recognised outstanding contributions and achievements.

Feedback from attendees was overwhelmingly positive, providing valuable insights to enhance future events. VINCI Building remains committed to nurturing talent and developing the Leaders of Tomorrow through impactful initiatives like Early Careers Day.

## 5% GOLD MEMBER ACHIEVEMENT

We have been awarded Gold accredited membership in The 5% Club's 2024-25 Employer Audit Scheme, highlighting our commitment to *"earn & learn"* initiatives such as apprenticeships, graduate schemes, and sponsored student placements. More than 5% of our UK workforce consists of apprentices, graduates, and placement students, reflecting our dedication to learning and development.



“

Mark Cameron OBE, Chief Executive at The 5% Club, commented:

*"VINCI's dedication to 'earn and learn' initiatives deserves to be celebrated. By achieving Gold membership, they have shown exceptional commitment to shaping the skills of tomorrow."*

Gill Cronin, Director of Operations at The 5% Club, added:

*"Gold membership highlights their leadership in creating impactful learning environments that prioritise inclusion and diversity."*

”

Driving Change - Employment & Skills

Creating pathways into employment is central to our social value strategy. In 2024, we focused on addressing local skills gaps and supporting individuals—particularly those from underrepresented or disadvantaged backgrounds—into meaningful work.

Through partnerships with colleges, training providers, and community organisations, we delivered a range of initiatives including T-Level placements, supported internships, and our Community Skills Centre programme. These efforts helped individuals gain practical experience, build confidence, and access long-term employment opportunities. The following examples reflect the kind of activity delivered across the year.

We Said, We Did – Employment & Skills 2024

| KPI / Metric             | Target | Status         |
|--------------------------|--------|----------------|
| Employment Opportunities | 301    | ● Met/Exceeded |
| Employment Activities    | 30     | ● Met/Exceeded |
| Work Placements (weeks)  | 151    | ● Met/Exceeded |
| Training Weeks           | 603    | ● Met/Exceeded |

Status Key

● Met or exceeded target

What We Learned

Our employment and skills programmes delivered strong results in 2024, particularly through our Community Skills Centres and supported internships. These initiatives not only helped individuals gain qualifications and experience, but also strengthened our supply chain by building a more diverse and skilled workforce.

Looking ahead, we see an opportunity to create even greater impact by connecting our employment and education programmes. For example, students engaged through our school and college outreach could be supported into work placements, apprenticeships, or training opportunities—creating a more joined-up journey from classroom to career.

Looking Ahead

In 2025, we will:

- Expand our Community Skills Centre model to more regions
- Strengthen follow-up support for individuals post-placement
- Increase collaboration with local employment services and charities



## T LEVELS



VINCI Building is dedicated to supporting T-Level students, particularly those studying Construction – Design, Surveying, and Planning. The company offers 45-day industry placements, which are integral to the students’ final grades, and provides apprenticeship opportunities post-graduation. Throughout their placements and apprenticeships, students receive mentorship and guidance from experienced professionals. Additionally, we have delivered various events to support students, such as workshops, site visits, and career fairs, which further enhance their learning experience and industry exposure. This programme not only enhances students’ skills and knowledge, facilitating a smooth transition from education to employment, but also helps VINCI Building address skills shortages and maintain a pipeline of talented young professionals.

## SUPPORTED INTERSHIPS

We work with organisations such as Pure Innovations and Project Search who are charities that helps people across UK with disabilities or health-related issues to live fulfilling lives. They provide support in various forms, including finding employment, offering training packages, and facilitating supported internships and apprenticeships. By working closely together, we create opportunities for individuals to gain valuable work experience and develop skills that enhance their employability.

Conner, who has a diagnosis of Autism Spectrum Disorder and learning difficulties, showed real enthusiasm at our networking event and a desire to work in construction. Conner is a confident young man and has not let his struggles at school hold him back.

Working on our construction project and with our supply chain, we have offered Conner a 10-week Supported Internship in plastering and partitions with our supply chain partner JCS. This internship will provide Conner with hands-on experience in a specialised trade, helping him develop valuable skills and build a foundation for a future career in construction. Conner has made a great start and is already contributing well to the team.



“Conner has given our team such a lift with his enthusiasm. I’m looking forward to seeing how he develops in the coming weeks and months!”

Paul  
Hampson,  
Contracts Director at JCS

## COMMUNITY SKILLS CENTRE

In 2024 VINCI Building created the Community Skills Centre initiative, an onsite training centre that supports local individuals facing barriers to employment. The scheme helps breakdown those barriers through a 12-week programme offering training and employment opportunities for residents, providing a hands-on environment distinct from mainstream education. Participants earn a Level 1 Award in various construction trades, including Digital, Employment and Personal Development, Basic Maths and English skills, CV preparation, and a CSCS card. This approach equips individuals with practical skills and confidence, addressing the UK construction industry's predicted shortfall of 251,000 workers by 2028.

The programme targets Care Leavers, NEETs, people with disabilities, Armed Forces members, and aims to increase minority representation. Training aligns with on-site works to maximise outcomes, covering essential skills in trades such as bricklaying, carpentry, plastering, painting, and more. Components include employment and personal development support, CSCS training, work experience, and career development. Participants receive mentorship, advanced training opportunities, and access to support services like career counselling and job placement assistance.



Successful completion leads to work experience, job opportunities, and exit interviews for continuous improvement. The programme has resulted in 50% of students securing employment, including apprenticeships within VINCI Building and our supply chain.

The Community Skills Centre scheme is now embedded into our business and processes and will be delivered on a number of projects each year to meet local need and develop a workforce for the future.





**50% Into Employment**

**82**   
**Young People Engaged**

**80% Completed Training**



**4 Skills Centres Set up**

**in 2024**



## Driving Change - Sustainability

VINCI Building has taken a significant step towards sustainability with the launch of its new Environmental Roadmap. This initiative underscores our commitment to transforming ambitious environmental goals into concrete actions, focusing on four core objectives:

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

The following examples reflect the kind of activity delivered across the year.



## SUSTAINABILITY MASTERCLASS

In November 2024, Jenny Baxter, VINCI's Sustainability Manager, delivered an insightful masterclass to HNC Construction students at Blackpool and The Fylde College. The session was attended by 12 students and staff members, who gained valuable knowledge on sustainable practices in construction.

Jenny used the King Street project as a case study to illustrate how sustainability can be integrated from design to build. She highlighted several key sustainable practices, including:

- **Energy-efficient design:**  
Implementing passive solar design, high-performance insulation, and energy-efficient windows to reduce energy consumption.
- **Sustainable materials:** Using recycled and locally sourced materials to minimise the environmental impact of construction.
- **Waste reduction:**  
Implementing waste management plans to reduce, reuse, and recycle construction waste.
- **Water conservation:**  
Incorporating rainwater harvesting systems and low-flow fixtures to reduce water usage.
- **Green building certifications:** Striving for certifications such as BREEAM or LEED to ensure projects meet high sustainability standards.



The students, who are studying construction management and quantity surveying, actively participated in the masterclass and a Q&A session. Jenny emphasised the importance of incorporating sustainable practices into every project, highlighting how these practices not only benefit the environment but also enhance the efficiency and effectiveness of construction processes.

## TRANSFORMING OUTDOOR LEARNING SPACES AT BRIGHTSIDE NURSERY INFANT SCHOOL

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In a remarkable display of community spirit and environmental stewardship, VINCI Building's Sheffield Forgemasters project team has transformed the outdoor learning space at Brightside Nursery Infant School. This initiative was part of the Stand Out Make a Difference (SOMAD) day, where colleagues donated their time and skills to create a sustainable and engaging environment for the schoolchildren.

The VINCI team dedicated a day to constructing eco-friendly seating and enhancing the Forest School space. This area is crucial for

the children's education, providing them with opportunities to learn about the natural world and engage in activities such as working with tools, den-building, and bug-hunting.

The new seating area has significantly enhanced the outdoor learning environment at Brightside Nursery Infant School. The children now have a dedicated space to sit and learn, surrounded by nature. This project not only supports their educational development but also fosters a deeper connection with the environment.

“The children love their new benches - thank you so much for all you have done. It makes group and class time outdoors so much more comfortable and engaging.”

Headteacher,  
Brightside Nursery Infant School





## Driving Change - FIR

Understanding and respecting inclusion in the workplace is a fundamental principle for all of us at VINCI Building.

A positive approach to inclusion is integral to everything we do, not only for ethical reasons but also because it enhances our business's financial stability, innovation, and effectiveness.

We value the diverse differences between individuals and groups, and we actively embrace these differences. Our goal is to create a fully inclusive work environment where everyone is treated fairly and respectfully. We ensure equity of access to opportunities and resources, enabling all individuals to achieve their potential and contribute fully to our business's success. In 2024 we ran a number of training sessions on Gender Prejudice, Age Prejudice, Race Prejudice and Bullying.

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.

The following example reflect the kind of activity delivered across the year.



Fairness | Inclusion | Respect

## EMPOWERING THE FUTURE: TRANSFORMING PERCEPTIONS AT WOMEN IN CONSTRUCTION DAY



Kayleigh Ball and Rhianne Smith represented VINCI Building at Coleg Gwent for CITB's Women in Construction Day. The event was attended by 89 students from secondary schools in Cardiff and Newport, who participated in various construction-based activities designed to promote fairness, inclusion, and respect (FIR) within the industry.

The VINCI team led a costing activity involving friendship bracelets. Each participant was given a budget, a client/design brief, and a time limit to create bracelets that celebrated women, construction, and Wales. This hands-on activity not only introduced the students to essential construction skills but also emphasised the importance of creativity, budgeting, and project management.

At the beginning of the day, only one student expressed an interest in pursuing a career in construction. However, by the end of the session, 51 students indicated they would consider construction as a career choice. This significant shift highlights the impact of engaging and inclusive activities in changing perceptions and encouraging more young women to explore opportunities in the construction industry.



## Driving Change - VINCI Foundation

VINCI recognises that its sustainable economic success is closely linked to an ambitious social commitment.

The UK Foundation embodies VINCI's determination to be a long-term partner to the communities for which it builds, equips, and manages facilities such as factories, offices, schools, hospitals, roads, bridges, airports, telecommunications, and energy networks in the UK and the Republic of Ireland.

In 2024, VINCI Building employees acted as sponsors for local communities that held personal significance to them. As a result, the following successful charities received a total of £26,332. These contributions reflect VINCI's commitment to creating positive change and supporting the communities in which we operate.

VINCI UK  
FOUNDATION



## Future Ambitions

Looking ahead, VINCI Building remains committed to creating meaningful social value across every project we deliver.

Our ambitions for 2025 and beyond focus on deepening community engagement, promoting inclusivity, and embedding sustainable practices into all aspects of our work.



This report has played a key role in shaping our 2025 targets. By analysing the data and outcomes from 2024, we've identified where we've made strong progress and where we can go further. These insights have informed our priorities and helped us set more focused, measurable goals for the year ahead.

In addition to our core KPIs, we've introduced three new focus areas—represented by the bubbles on the right—which reflect our ambition to go beyond compliance and deliver even greater impact. These include:

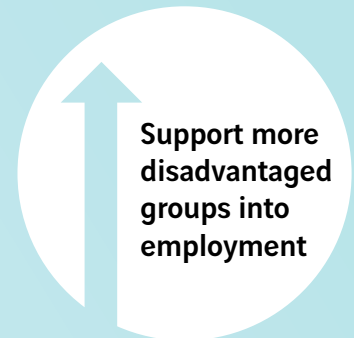
- Supporting more disadvantaged groups into employment
- Reducing sponsorships with unmeasurable outcomes
- Officially rolling out the Build HER Future initiative

Continuous learning is central to our approach. We use data, feedback, and lived experience to refine our strategy and ensure our social value delivery remains relevant, responsive, and impactful. This learning will not only shape our work in 2025, but also inform our longer-term ambitions for 2026 and beyond.

In 2024, we were honoured to receive the Building Magazine Delivering Social Value Award—a testament to the dedication of our teams and the strength of our partnerships. At VINCI Building, we believe our success is measured not just by the projects we complete, but by the positive legacy we leave behind.

Together, we will continue to innovate, learn, and grow—building a better, future for all.

## Additional 2025 Ambitions





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