

SOCIAL VALUE & COMMUNITY ENGAGEMENT

2025 IMPACT REPORT



Embedding social value at the heart of our business



Driving tangible impact through collaboration, sustainability and skills for a Better Tomorrow

Purposeful Progress

Since introducing our tailored Social Value Framework, we have made significant strides in embedding community impact at the heart of our operations.

Our approach has strengthened planning, delivery, reporting and recognition - anchored by consistency in targets, evidence and measurement.

Through industry collaboration and co-design, we have engaged with wider regional networks spanning the private, public and third sectors - forging partnerships that enable us to deliver more for the communities we serve.

Our commitment to sustainability is reflected in our Silver status at Supply Chain Sustainability School, supported by an internal environmental campaign that champions conscious individual choices to reduce carbon and waste.



27 completed projects delivered **£45m** in social value - an average of **42%** of contract



94% of company spend with micro, small & medium enterprises



More than **£130k** raised for five Charities of the Year



Promoted careers in the built environment at events attended by **19,032** students



2 Social Value Awards

Creating a
BETTER TOMORROW
for people and planet



Looking Ahead

We will continue to strengthen collaboration with local supply chain partners enabling greater community impact through shared values and aligned objectives.

Our call to action is clear: Everyone has a role to play to create a **Better Tomorrow**



BETTER TOMORROW

2025 IN REVIEW

Shaping social impact initiatives around the heartbeat of each community



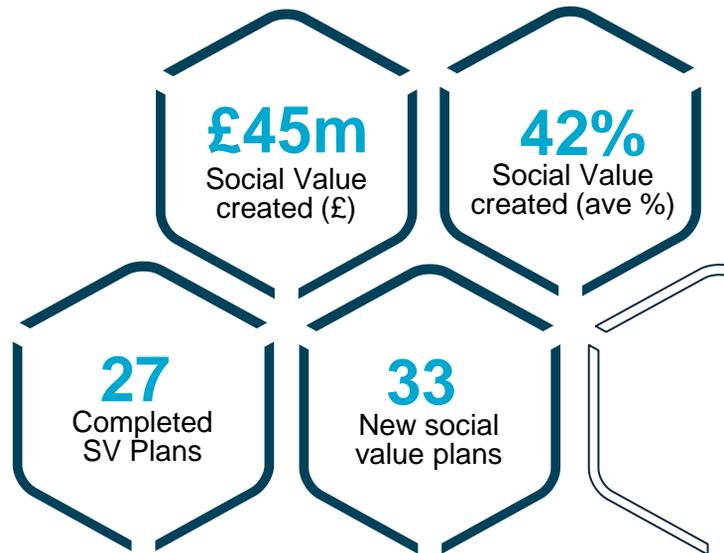
In 2025 we delivered £45m in quantifiable social and local economic value, through our construction projects

Our mission is to strengthen communities, develop construction skills, champion environmental stewardship, build partnerships, and leave a lasting legacy.

Social value is embedded at the heart of every project.

We strive to make the built environment accessible to everyone, create cohesive communities and inclusive workplaces.

Our headline social engagement figures reflect the uniqueness of each of our regions, differences in the schemes they deliver, procurement routes and local stakeholder needs.



Completed Projects	Nr.	Combined Value (£m)	Total Social Value (£m)	Ave. Social Value (%)	Live Projects
Bristol	7	41.1	17.1	39.2	8
Guildford	3	11.1	2.8	25.4	3
Oxford	9	26.6	7.1	28.1	6
Swindon	8	24.4	18.1	70.0	8
Southampton	0	-	-	-	1



CREATING THRIVING COMMUNITIES

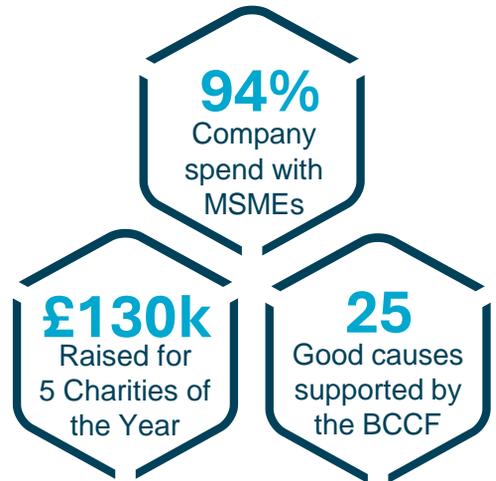
Co-designing outcomes to support learning opportunities and enrich local communities



Archaeological Open Day at Hertford College

Our supply chain partners play an active role in education, community and public engagement initiatives.

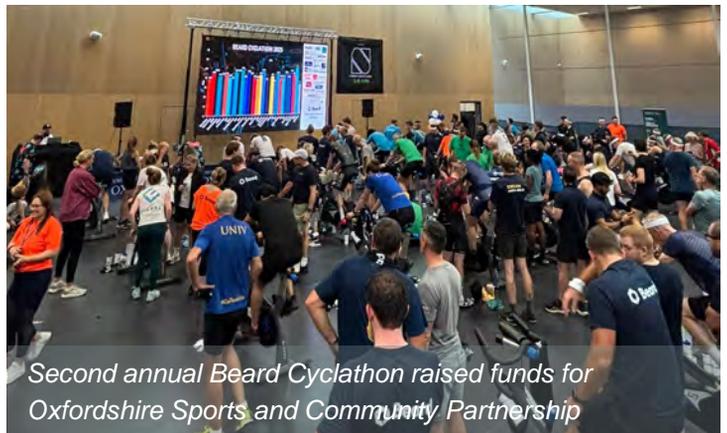
Collaboratively, we bridge the gap between education and industry, opening the doors to projects with community interest, heritage significance or architectural value.



The **Beard Construction Charitable Foundation (BCCF)** provides match-funding for employee-led charity and community projects - enabling our people to make a tangible difference in their local communities.

We actively promote the intrinsic benefits of charitable and community engagement, where personal wellbeing, team cohesion and community benefit reinforce each other in a positive cycle.

In 2025 more than £125k in grants were made to 25 beneficiaries; and £513k has been donated to 125 worthy causes since the Foundation's inception in 2016.



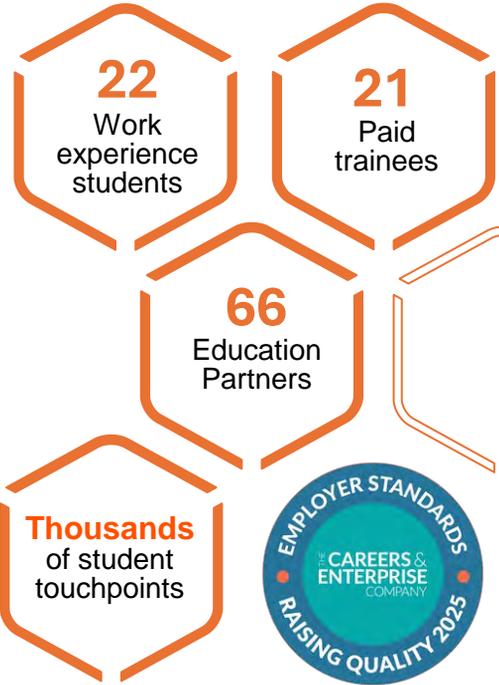
Second annual Beard Cyclathon raised funds for Oxfordshire Sports and Community Partnership





BUILDING TOMORROW'S WORKFORCE

Expanding the built environment workforce is arguably construction's biggest challenge



Shifting the image of construction

Year-on-year we've increased our opportunities for young people to build their interest and skills through all routes into the industry - delivering a suite of meaningful student engagement offers under our early careers programme, **Beard Inspire**.

Our work centres around introducing the diversity of roles, skills and opportunities in construction through hands-on and immersive activities.

In collaboration with **66 partners in education** - including schools and colleges, the Careers and Enterprise Company, and charities such as SATRO - we promoted construction careers at events attended by more than **19,000 students** in 2025.

Nr. students supported	2024	2025
Y10 work experience	10	22
Apprentices	8	12
T Level Students	0	5
Year in industry	5	8
Other trainees	1	1
TOTAL	24	48



BUILDING TOMORROW'S WORKFORCE

Nurturing future talent, rooted in the values that define us



Caio da Silva recognition award

Our commitment to inclusivity, early engagement and nurturing future talent - rooted in the values that define Beard - helps us build a connected community of talented young professionals.

Beard Inspire, our early careers programme, strengthens this journey by offering trainees enrichment days featuring extension activities, peer networking, supply chain demonstrations, charitable challenges and structured career support.

EmpowerHER, our tailored, year-long coaching programme supports women across Beard into senior roles.



EmpowerHER 2025 cohort



We participate in **Open Doors** to showcase construction careers; welcoming 200 people from 15 schools and colleges through the nationwide campaign in 2025.





BUILDING TOMORROW'S WORKFORCE

We've introduced **Build With Ambition Workshops** designed to spark early interest in construction careers through a series of engaging, curriculum-aligned activities. Working in small groups, students explore key roles - including estimating, project management, design management and biodiversity - by completing hands-on challenges at individual stations. Each pupil uses a tailored workbook to capture their findings, helping to consolidate learning and build awareness of the diverse pathways available in construction.



A new, bigger and bolder collection of our signature **Careers in Construction hoarding** has been launched - featuring colleagues from all five regions to showcase the breadth of talent at Beard. Designed to support outreach, inspire future talent and enhance site displays, they provide a valuable resource for teams across the business, and celebrate some of the brilliant people who build our success - one story at a time.

Beard MEET AMBER DESIGN MANAGER TRAINEE

- Completed Degree in Architecture & Planning BA (Hons)
- Architectural Assistant
- Studying RIBA Part 2 Architecture Masters
- Design Manager Trainee

PROGRESSION OPPORTUNITIES

Design Manager Trainee → Design Manager → Principal Designer → Head of Design

BEARD VALUES

- Friendly
- Efficient
- Committed

WHAT IS A DESIGN MANAGER?
Design managers coordinate all of the design work required during construction projects. They're responsible for monitoring design information, identifying challenges, proposing solutions, and ensuring projects are delivered safely, on time and to a high specification.

HOW TO BECOME A DESIGN MANAGER
This role requires strong technical skills. While formal qualifications aren't essential, most employers prefer candidates with a relevant degree or HND and several years of experience. Studying subjects like architecture, construction management, or architectural technology can lead to graduate trainee schemes with employers.

Want to know more?
Visit beardconstruction.co.uk

#BuildwithAmbition





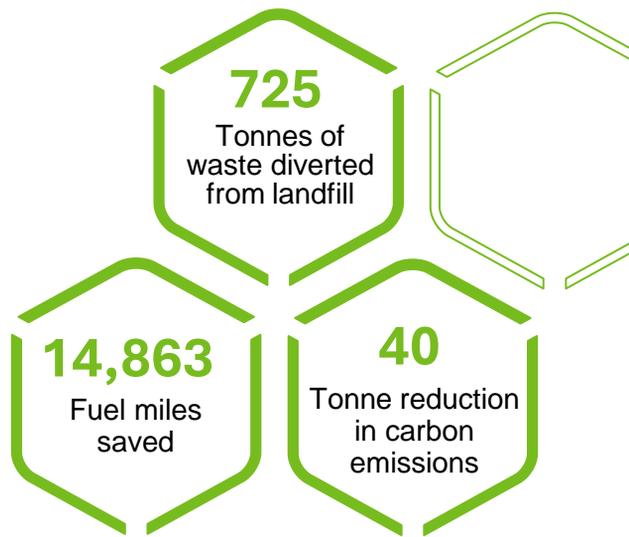
CARING FOR OUR PLANET

Minimising our environmental impact by lowering carbon, cutting waste and protecting nature through our construction projects

We endeavour to reduce the impact of our operations on the natural environment.

Through community recycling projects (that also create local jobs), green travel plans, staff incentives to use low emission transport, sustainability training, and a strict waste hierarchy - **Eliminate, Reduce, Re-use, Recycle, Dispose** – we have measured positive environmental impact across our projects.

In addition, our Services and Technical teams are piloting energy saving measures on site accommodation. Acknowledging the importance of environmental awareness on an individual level, this is part of internal campaign to drive down energy consumption and waste, targeting positive change through conscious every-day actions.



Environmental Stewardship

At our Holland & Cooper HQ site, the team pledged their support to the Gloucester Wildlife Trust, helping to bridge a £25k shortfall in funding to continue the Nature Nurture programme.

The programme is recognised and supported by the NHS for its incredible impact, helping children return to school and boosting their self-esteem.





RESPONSIBLE BUSINESS

SUPPLY CHAIN RECOGNITION



Across our regions, we bring together supply chain partners through a mix of formal and informal events.

Our approach promotes open dialogue, creates space to share insights and updates, strengthens collaboration, and provides opportunities to recognise partners for their prompt and faultless delivery of projects, and helping to advance our ambitions to serve and strengthen local communities.

PURPOSEFUL BUSINESS

In Oxford we brought together colleagues, partners, suppliers and social enterprises for an event dedicated to co-designing social value.

Through inspiring contributions from guest speakers, we explored how purposeful collaboration can embed social value meaningfully into the way we work.

The agenda highlighted the power of shared values - such as the ability of sport to unite - and reinforced the opportunity to strengthen teams, deepen partnerships and build cohesive communities through purposeful business. >



3
Industry Awards

SILVER
Supply Chain Sustainability School

12
Consecutive Years RoSPA Gold



RESPONSIBLE BUSINESS

Industry recognition



Company Award

CONSTRUCTION FIRM OF THE YEAR

Insider South West Property Awards 2025

Judges praised the social and environmental impacts of our "varied and complex" projects, as well as the way people are brought along with our work through community engagement

TRANSFORMATION PROJECT OF YEAR

BELL CLOSE ECO HOMES

Bristol Property Awards 2025

Revitalisation of a disused garage site into nine affordable, energy-efficient homes, the project tackled housing need and created sustainable communities through innovative modular construction.



Bell Close Eco Homes

↑ [See case study](#)



Company Award

RoSPA

Gold & President's Award

President's Award and 12 consecutive years of Gold Awards – recognising Beard's exemplar Health & Safety performance and culture.



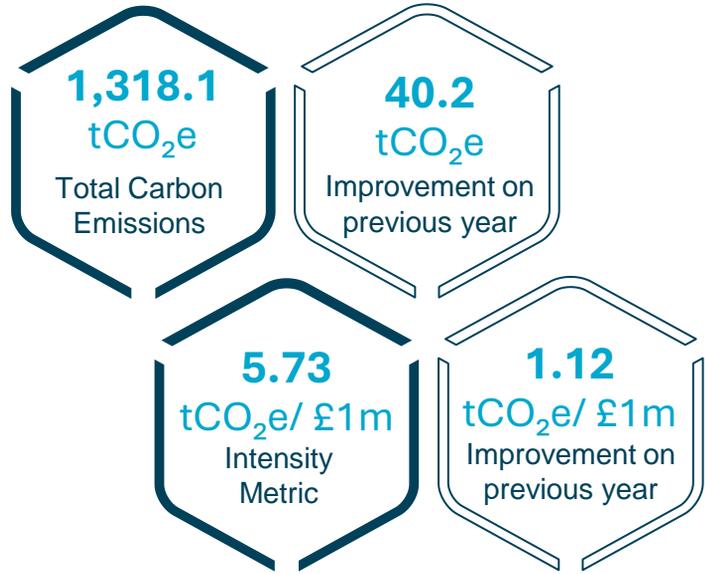
SUSTAINABILITY

CARBON FOOTPRINT

Despite growth in both turnover and headcount in 2025, we continued to reduce our environmental footprint - cutting total carbon emissions by 40.2 tCO₂e from the previous year to 1,318.1 tCO₂e.

This reflects steady, year-on-year progress as we strengthen our approach to energy and carbon management.

Our emissions intensity also improved significantly, decreasing to 5.73 tCO₂e per £1m turnover, reflecting greater operational efficiency.



Total Emissions summary: current and previous year			
Scope	2024	2025	Difference
Scope 1	540.0	520.1	-19.9
Scope 2	36.6	35.2	-1.4
Scope 3	781.7	762.7	-18.9
TOTAL	1,358.3	1318.1	-40.2

- > During the year, we took practical steps to improve how we monitor and manage energy use across our offices.

While incremental, these changes give us better quality data and greater control over consumption - forming an important foundation for future reductions.

- > First electric van added to our fleet as a practical step to further reduce emissions

- > Business Responsibility Committee oversees the progress of our sustainability efforts

- > 'Green Projects' across our regions are piloting energy saving measures on site accommodation and championing waste reduction

- > We continue to undertake actions aligned to our commitment to ESOS Phase 3

- > See our latest Carbon Reduction Report

SUSTAINABILITY

SUPPLY CHAIN SUSTAINABILITY SCHOOL

We have prioritised upskilling through Supply Chain Sustainability School learning pathways – broadening and strengthening our knowledge of best practices and creating long-term social and environmental value.

The school's pathways make a real, measurable difference in how we can and should behave, specify materials and collaborate on projects.

This continued learning ensures we stay informed, proactive and aligned with industry and customer expectations, as sustainability standards evolve across the sector.



< WRINGTON WARREN

Our investment in 194 acres of UK woodland supports long-term carbon sequestration and biodiversity.

During Mental Health Week, in May 2025, we welcomed more than 70 employees to plant 200 of the 12,000 new trees planted as part of a 15-year woodland management plan.

At Wrington Warren we also provide space for Urban Pursuits - a social enterprise and alternative education provider - to deliver their programme of outdoor learning and personal development, which enables vulnerable young people to re-engage with education and society.

> [Click for more on this story](#)

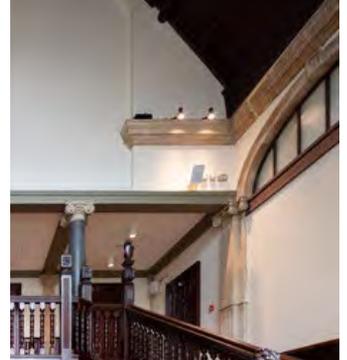
> We have embraced the use of **MSite, 4P and Trimble Technology** to enhance accuracy and quality, reduce rework and streamline workflows



SOCIAL VALUE TEAM

INAUGURAL BEARD COMMUNITY IMPACT AWARDS

We have introduced an internal award to recognise the people behind the projects, who go above and beyond to support our community and careers engagement programmes.



Hoe Valley School New Extension

Trowbridge Town Hall Refurbishment



Social Value Team

SOCIAL VALUE CHARTER

Our Social Value Charter is a clear statement of our **Purpose** and the **Commitments** that shape how we deliver meaningful impact across our projects and communities. It sets out the drivers that guide us every day:

- Acting with purpose
- Co-designing valuable outcomes
- Embedding meaningful measurement and accountability
- Championing innovation in how we deliver social value
- Ensuring every project leaves a positive legacy

> [Click to see our Charter](#)

REGIONAL HIGHLIGHTS

LOCAL FOCUS, REAL IMPACT

BRISTOL

Providing industry-leading student experiences and building a community of **young professionals** through enrichment days, supply chain involvement, charitable work & structured career support

OXFORD

Sponsoring **Abingdon & Witney College's** first cohort of T-Level in Design, Surveying & Planning for Construction students, for their two-year course, through hands-on opportunities to develop practical skills

SWINDON

- > Launched our first **Build with Ambition Workshops**
- > Gloucester Careers Hub **Cornerstone Employer**
- > Swindon & Wiltshire Careers Hub **Trailblazers** group
- > **Skills Swindon** Board & Working Group

GUILDFORD

Continuing our longstanding partnership with SATRO to maximise **STEM careers** outreach to local schools

SOUTHAMPTON

Completing first social value project with exciting new schemes in the pipeline

Thank you to all our
colleagues & partners