

Total Social Impact Value for 2023-24 = £93,928,091



2023-24

# OUR SOCIAL VALUE HIGHLIGHTS





**BAN  
THE  
BOX**





# CREATING VALUE FOR OUR COMMUNITIES

## UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS (UN SDGs)

FM Conway is committed to supporting the UN SDGs. We demonstrate this through our *Sustainability Strategy*, and throughout this report we will highlight our actions that support individual or multiple UN SDGs.



### Assumptions and Limitations

The values in this report have been generated using the open-source National Themes, Outcomes and Measures (TOMs) Social Value Measurement Framework (National TOMs 2022 open-source spreadsheet). Barry Collins is a trained social value practitioner with over 25 years' experience in Corporate Social Responsibility (CSR), and he has produced social value, sustainability and CSR Reports for a range of private and public organisations, including FTSE 100 companies.

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# FOREWORD

At FM Conway, we have long valued the importance of understanding and implementing social value within our business to ensure we deliver a legacy that we can all be proud of.

Quantifying our social improvements gives us the opportunity to deliver real change, to positively impact the communities we are working in, far beyond the boundaries of delivering infrastructure improvements.

We know the decisions we make deliver broader social, economic and environmental benefits and therefore make those decisions throughout our operations and initiatives, all demonstrated through our year-on-year increase in social value creation.

As pioneers of circularity, we recognise the ever-present challenge to deliver environmental value in our industry. I am delighted our long-established track record in environmental best practice can now be measured through the TOM System, and we are now able to demonstrate to our clients and partners the true value of reducing our waste through the production of recycled construction materials, through one defined, yet simplistic process.

This approach has enabled us to deliver record-breaking projects, such as the highest-ever recycled road surface in the UK, in partnership with the City of Westminster, which further showcases our drive for innovation in materials.

Our EDI Strategy, 'All Great People', underpins our commitment to inclusivity both within and outside of our business. We are proud to have been awarded gold in the Employer Recognition Scheme by the Armed Forces Covenant for our commitment to Armed Forces Veterans, and of our pledge to increase our female workforce to 30% by 2030, which is supported with targeted recruitment strategies.

This year also marks our 10th anniversary working with the London Construction Academy, in which we are proud to support people not in education, employment and training. Furthering our community support, we have also renewed our sponsorship with leading charity The Street Soccer Foundation, continuing to help change lives through football.

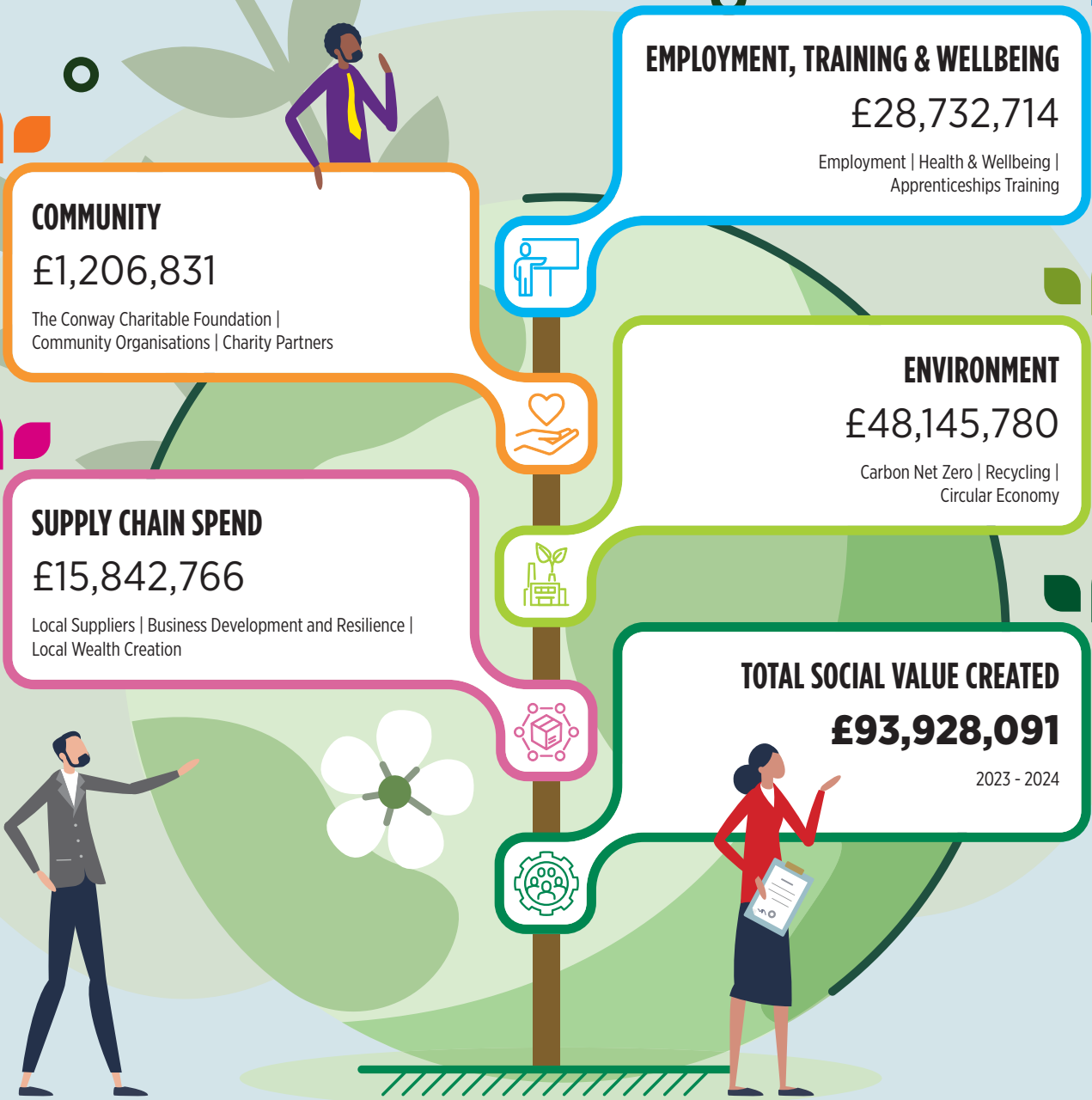
These are just snapshots of the tangible initiatives that form our social value performance, but they are a clear demonstration to our people, customers, partners, and stakeholders, that we are a business that takes pride in our progress, committed to fostering a deeper sense of community.

A stylized, handwritten signature in black ink, appearing to read 'Joanne Conway'.

Joanne Conway  
**Executive Group Chair and CEO**



# OUR SOCIAL VALUE



# GREAT PEOPLE

Our great people continue to underpin the foundation of our business, and we are proud of the support that we are delivering through our EDI Strategy 'All Great People', which focuses on allowing our people to do and be their very best.

We have developed a number of learning and development programmes to support our people in their personal growth, as we look to expand the number of skilled workers in our industry to the benefit of both our business and the wider society.

We also continue to welcome new entrants into our industry through our apprenticeship programme, which sees our apprentices enrolled on a variety of recognised pathways leading to professional qualifications. To support their educational programme, we have developed a two-year apprentice enrichment plan which includes monthly planned networking interventions with their peers, accompanied by a quarterly focus on topics including, personal brand, teamwork, collaboration, diversity and inclusion and career planning.

## ACHIEVEMENTS

- Gold Armed Forces Covenant
- Inspirational Leader at Women in Construction Awards
- Better Society Award for National Commitment to Skills and Training

## EMPLOYMENT, TRAINING & WELLBEING HAS CREATED

**£28,732,714** in Social Value



## SUPPORTING VETERANS

Our commitment to supporting Armed Forces Veterans, Reservists, and Service Leavers has been recognised with a Gold Award in the Employer Recognition Scheme by the Armed Forces Covenant. This highly prestigious achievement was awarded to just **193** companies in the UK in 2023, of which just **38** were construction companies, with only **5** operating in the South East.

We appreciate the unique and transferable experience, skills, and expertise that this pool of talent brings to our ever-growing workforce, and we are proud to be an advocate of support to the Armed Forces community.

Collaborative volunteering programmes at the Royal British Legion Industries with National Highways Suppliers, Supporting Kent Armed Forces Reserves Day in June 2023, and engaging with the 11th Infantry Brigade in the South East, firmly cements our commitment to providing work placements and opportunities to the Armed Forces.

Our internal recruitment team work collaboratively with community partners and local authorities to encourage applications from a local and diverse talent pool.



## SUPPORTING WOMEN

To attract, recruit, and retain women into and within our business, we now host bi-annual focused events at our head office. We are supporting our own women through the creation of networks and information sessions on female focused topics and themes that we know specifically impact women. Joanne Conway, Executive Group Chair and CEO, headlines our events and is supported with a number of inspirational speakers.

This year, we welcomed our local Sevenoaks MP, Laura Trott MBE, Kelly Tolhurst, Conservative MP for Rochester and Strood, Frances Martin, Executive Director for Environment, Climate and Public Protection Service at City of Westminster and Rebecca Hatch, Director and Head of Business for WSP Lighting and Energy solutions, who all shared their own personal stories.

Joanne Conway hosted an engaging Q&A panel session where all of our speakers spoke about the challenges that females encounter, and the ways in which to attract women into the construction industry, as well as sharing how the course of their journeys led them to their current positions in the workplace.

Joanne Conway won the Inspirational Leader – Contractor award at this year's Inspiring Women in Construction and Engineering Awards 2023, organised by Construction News and New Civil Engineer. This accolade is testament to Joanne's and the business' commitment to inclusivity at every level within our business.

To support this, we have set ourselves an ambitious pledge to have women representing **30%** of our workforce by 2030.

With women currently making up **15%** of our workforce, also the ONS industry average, we recognise that there is much work to do, but we are committed to leading the way and driving positive change.

We are confident that, through our own initiatives, and working with membership bodies such as Women in Transport, TfL's Women into Transport and Engineering (WiTNE) programme and London's Women and Engineering (LoWEG) network, we will make a positive difference to our industry and our communities.





In this past year, we have welcomed 134 new students onto the programme

## GREAT LEADERS

Our Great Leaders Programme has been created to improve and develop the skills and competencies of our people to recognised professional standards and education levels. In the past year, we proudly welcomed **134** new students onto the programme.

We recognise that this programme is one of the pathways which allows us to maintain and enhance a diverse, inclusive, and professional workforce that will be well equipped to tackle the challenges facing our industry, and ensure that we continue to deliver world-class solutions for our clients, partners and stakeholders.

The programme has been developed to reflect the new and changeable conditions in which our future leaders are now required to operate, and has a three-tiered approach:

### **Preparing for Leadership:**

for those new to management

### **Effective Leadership:**

for those likely to have managed before

### **Expert Leader:**

for those likely to be a department lead

*"I have found the programme really enlightening so far. Lots of great ideas and techniques that have made me think about the way I want to lead and will take on board. It's also been a great way to build relationships with the rest of the cohort. I thoroughly recommend."* Quote from participant





## THE 5% CLUB

FM Conway is proud to have been awarded 'Gold' accreditation in the annual employer audits of The 5% Club, with the achievement of **10.3%** of our people in learning programmes. This award recognises the important development opportunities we create and support, whilst demonstrating our significant commitment to nurturing the careers of professionals across the industry.

The 5% club is a dynamic movement of employers committed to increasing the number, quality, and range of 'earn and learn' opportunities across the UK, with members encouraged to achieve 5% of their workforce in 'earn and learn' positions (including apprenticeships, sponsored students and graduates) within the first five years of joining.





# COMMUNITY

We take great pride in monitoring and measuring the lasting impacts of our work within the communities in which we work and live. By working with local suppliers, education providers, and stakeholders, we recognise that we are supporting the local wealth creation and resilience of the local communities.

Our charitable activities span a number of amazing causes, and we are proud to continue our work with Bowles Rock, which is an outdoor education charity and people development centre. We collaborate with the Bowles team to create blended programmes for our employees, aware that our financial contributions are funding the charity to provide bespoke learning opportunities to aid the development of young people, in particular those from low social-economic backgrounds.

Our partnership with Leigh UTC has also culminated in receiving the award for Business Partner of the Year 2023. Having worked with the college for over a year, the award recognised the careers support offered, which included a programme of work experience opportunities, careers in construction days, careers talks, and support for the college's Women in STEM club.

## ACHIEVEMENTS

- Leigh UTC Technology Business Partner of the Year
- £63,000 donation to Street Soccer has generated £1m in social value
- Helped to deliver 4 London Construction Academies

## CHARITABLE DONATIONS

**£1,206,831** in Social Value



## ROYAL BRITISH LEGION INDUSTRIES

The Conway Charitable Foundation and FM Conway continues to support local charities and organisations that are most in need. We are proud to have continued our support of the Royal British Legion Industries (RBLI) with an annual donation of **£50,000** over a 5 year period.

*"FM Conway and National Highways are both loyal partners for RBLI's work providing homes, work, and welfare for veterans in need. It was a great pleasure to welcome colleagues from both organisations to RBLI's social enterprises yesterday, along with their partners from Associated Asphalt, Breedon Group, Heidelberg Materials, Tarmac, and Tripodcrest."*

*"Our factories provide jobs for veterans and people with disabilities who otherwise might not have access to work. Our fulfilment house is always incredibly busy at this time of year, ahead of both Remembrance and Christmas. We were so grateful to the volunteers who, between them, built 750 hampers for our teams to assemble in the coming weeks. Thank you so much to everyone who took part."*

James Fletcher, Corporate Partnerships Manager RBLI



## CHANGING LIVES THROUGH SOCCER

FM Conway is proud to support Street Soccer, the UK-wide programme that uses the power of football to inspire and encourage vulnerable and disadvantaged children and young people. In 2023, in addition to our annual donation of **£60,000** to the foundation, FM Conway also sponsored Street Soccer's new Community School Cup in support of five different Schools across Southwark.

It was a great occasion, in which more than 100 children from across Years 7, 8 and 9 took part. The day was a celebration of achievement for all the students who had come through our Community School Programme, which we take into schools during term time, to work with those who are at risk of permanent exclusion, and typically have behavioural issues, often where they are vulnerable to negative social influences.

With our support, the programme is able to provide a structured combination of Cognitive Behavioural Therapy, sports engagement, mentoring, and interactive workshops, which focus on enhancing the physical and mental wellbeing, and soft skills development of children across our communities.

Keith Mabbutt, Street Soccer CEO, *"I'm exceptionally proud of the fact, that with the continued valued support of FM Conway over the past few years, it has allowed the Street Soccer Foundation to become nationally recognised as an Award-winning charity - but not only that, see our Street Soccer Academy programme become the No.1 football-led project tackling youth homelessness in the UK.*

*In just this last year alone, FM Conway sponsored twelve Academy groups, helping us to collectively support a total of 158 disadvantaged young people to become better equipped to be able to move into work or further education through sponsored work and coaching sessions, and to help these young lives build better futures for themselves.*

*Through their on-going valued support, FM Conway is at the very heart of our operation, where we have been able to help several hundreds of young lives over the years to change their life for the better, all through the power of football and a true working partnership for community gain."*





## LONDON CONSTRUCTION ACADEMY

As one of the founding members of the London Construction Academy (LCA), funded by the Worshipful Company of Paviers, we are delighted to have welcomed **71** students from across London in the past year.

The academy supports individuals who are not in education, employment or training, with the aim of introducing more people to the construction industry. The 2-week programme offers a comprehensive suite of training that helps to build both life skills and construction skills, culminating in a CSCS qualification.

A unique offering to this training programme is the provision of lunch every day, ensuring that students are fed and able to focus on their learning journey. In addition, all students are provided with an oyster card to cover their travel costs for the duration of the programme.

These unique provisions are supplied by the Worshipful Company of Paviers, and feedback from the course demonstrates just how important these are to students.

The LCA and FM Conway work collaboratively with employers across the industry to provide varied opportunities, with over **50%** of students gaining employment after the course. We are proud to continue supporting the academy as it enters its 10th year, and to help build on its success in bringing new people into our industry and employment.



*The*  
**WORSHIPFUL  
COMPANY of PAVIORS**  
**since 1276**



## LET'S BUILD A BRIDGE!

Working with the Rochester Bridge Trust, we are proud to be supporting 'Let's Build a Bridge!', a free activity that challenges children to think like an engineer.

The programme is aimed at children aged nine and over, and enables them to make practical use of what they have learned in the classroom by building a model bridge that is large enough for them to walk across.

The activity is based on a concept by the Institution of Civil Engineers and supports the school curriculum, as well as encouraging confidence, logical thinking, problem solving, team participation skills and responsibility among the participants.

'Let's Build a Bridge!' is an opportunity to educate school children on the challenge and enjoyment that can be found within the built environment. Through this initiative, we aim to close the skills gap and encourage future engineers into our industry whilst supporting the communities that we live and work within.





# ENVIRONMENT

Our circular economy of transforming our waste into recycled products, developed in our own laboratories, can now be quantified in social value reporting with the introduction of a new metric. This now means that we can demonstrate the true value of our pioneering approach to recycling, resulting in the generation of £48 million in social value.

We are now three years into our 2045 Net Zero Strategy and are on track to meet our 25% reduction commitment by 2025.

We were delighted to be selected as a Business Champion of the Construction Leadership Council's Co2nstruct Zero Programme, and are proud to lead the way with our electric fleet, of which 25% of <1.5t is now electric. Our fully electric plug-in Sennebogen Wharf Crane has so far saved 130 tonnes of CO2e and we took delivery of the first fully electric MVC gully truck 'ewhale', which will save up to 50 tonnes of CO2e per year.

## ACHIEVEMENTS

- BSI PAS2080 certification
- 92% recycled road surface
- Switched to low carbon cement (CEM II) for all ready-mix concrete
- Launched our net zero action delivery group to facilitate delivery of our net zero strategy

OUR INDUSTRY LEADING  
ENVIRONMENTAL  
SOLUTIONS GENERATE  
**£48,145,780** in Social Value

# SUSTAINABILITY STATEMENT WHEEL

Our approach to sustainability is to plan our long-term success around the three key areas of “People, Planet, Purpose” - known as the triple bottom line. Planning for success in each of these areas will lead to a sustainable future for all.









## CARBON CERTIFICATION

We are now British Standards Institute (BSI) certified to **PAS 2080:2023**, the global standard for the management and reduction of whole-life carbon in infrastructure and the built environment. PAS 2080 provides the framework for managing whole-life carbon across infrastructure projects through promotion of early collaboration with the whole value chain, and embedding low carbon decision-making into every phase of works.

This certification now signifies the drive within our governance and operations to integrate carbon reduction throughout our business decisions, and reaffirms our intent to be an industry leader in decarbonisation.

Catherine Wilkins, Category Management Group Lead at National Highways said: *"As one of the UK's largest buyers of construction materials and services, we have a significant opportunity to catalyse Britain's construction industry to deliver Net Zero. We have stipulated that our large and medium suppliers must be certified against PAS 2080 by the end of 2025, and are delighted that FM Conway has already achieved this important milestone."*

Maria Manidaki, Technical Director of Decarbonisation at Mott MacDonald states: *"As a Technical co-author of PAS 2080, and an advisor to the FM Conway team going through the PAS verification process, I am very pleased to see the team's leadership and drive to improve their own carbon capability by aligning their systems, processes and skills to the PAS 2080 carbon management standard. I am confident that the PAS 2080 verification will be a great platform to focus FM Conway's efforts to influence their clients and product/material suppliers to develop and implement low carbon solutions that will benefit the wider infrastructure sector."*







## RECORD-BREAKING ROAD SURFACE

Our commitment to the reuse of materials has been demonstrated in a ground-breaking carbon neutral scheme in Elmfield Way, Westminster, where we laid a new road surface containing **92%** recycled materials - the highest percentage ever used on a UK road.

The finished product provided a brand-new surface course, which delivered other benefits in addition to carbon reduction, such as faster installation and less neighbourhood disruption.

The material's use of a bespoke polymer modified bitumen also meant increased durability and resilience, extending its life for years to come.

The project was a great success in pushing the boundaries of using recycled materials in carriageway works, and now offers a blueprint to improve future projects, further benefiting the wider society in tackling climate change.

Councillor Paul Dimoldenberg, Cabinet Member for City Management and Air Quality said: *"The use of 92% recycled materials is remarkable and a huge step in the right direction as part of the council's commitment to creating a Fairer Environment. We're not only reducing our carbon footprint but also promoting a cleaner, greener future for Westminster. This is only the start of more carbon saving initiatives we'll be trialling in the city to get us one step closer to hitting our net-zero targets."*

Head of Operations (Highways) at City of Westminster, Phil Robson said: *"As part of our wider efforts to achieve net zero we are delighted to have worked in collaboration with FM Conway to push the boundaries of the Recycled Asphalt Product (RAP) element of Carriageway works. It is a really interesting time to be working in Highways with partners and adapting services to achieve climate resilience and low zero carbon emissions. The transition requires the use of offsets at this time but we expect to see lower reliance on them over time. A big thank you to all the excellent engineers that have worked on this project."*

# SUPPLY CHAIN

We recognise that by working with local suppliers we are contributing to our local communities. We have continued our focus on prioritising local supply and SMEs, where possible, to not only provide continuity to suppliers, but to also help support with local employment and wealth creation.

Our journey towards better understanding the make-up of our supply chain and how we can achieve our combined objectives continues to help us identify areas of opportunity, and we recognise that they are critical on our journey to net zero. We continue to work in partnership to find innovative ways for continued excellence in delivery, that not only minimises our impact on the environment, but enhances it where possible.

This year we have created a Low Carbon Charter to align our suppliers with our own ambitions and encourage carbon reduction along the value chain, as well as sharing lessons learned to support us all on our journey.

## ACHIEVEMENTS

- Low carbon charter
- Local Community Pre-Employment Programme
- Industry collaboration to identify shared opportunities

## LOCAL SUPPLY CHAIN SPEND GENERATES

**£15,842,766** in Social Value



## THE SKILLS CENTRE

In partnership with The Skills Centre, we are delighted to be delivering a pre-employment programme at our Gravesend office and depot.

As a valued member of our SME supply chain, we are providing the Skills Centre with a training location for the delivery of their course, which includes interactive training, classroom discussions, case studies, teamwork, presentations and self-study. Our recruitment team also provides further support with interview training and, where possible, we offer interviews to graduates.

John White MBE, Partnerships Director, at The Skills Centre says, *"This partnership has already proven to be transformational for the learners. Together with FM Conway we're helping to spark the interest of local people and supporting them as they take their first steps into a new and sustainable career in the construction sector."*

*"Many congratulations to all who have completed our first tranche of training and we look forward to welcoming more local people, who are looking for a rewarding route into employment, onto our courses over the coming months."*





*"Sevenoaks is home to multiple small enterprises, many having been born as an outcome of the Covid crisis. As start-ups, most have limited funds and facilities, often working from home with no presence other than what they can generate through social media. Sevenoaks Town Team runs an annual Business Show which is usually fully subscribed by exhibitors who, without exception, are established concerns. FM Conway, the town's largest employer, realised that the show could provide an opportunity for young business to meet potential clients and customers, if only they could afford to exhibit, and in recent years have funded up to four stands a year, three to be donated to young businesses and one to a charity." Mike Reid, Town Team Facilitator Sevenoaks Town Council*

## SEVENOAKS CHAMBER OF COMMERCE

With our head office located in Sevenoaks, Kent, we are committed to ensuring that we support and enhance the local community. As members of the Sevenoaks Chamber of Commerce since 2016, and with membership on the Board of Directors, we continue to participate in the management of the Chamber.

The hosting and regular attendance at their monthly networking events ensures that we interact and support the local community and supply chain. We actively encourage the development of small businesses and we are proud of our sponsorship of stands at the Sevenoaks Business Show, helping to provide opportunity and encouragement to those who may be financially constrained.







## SHARING BEST PRACTICE

We were delighted to host a client and supply chain event in London that featured a unique tour of our capital aboard Lord Peter Hendy's vintage Routemaster bus.

The event featured an exclusive look at our sites and iconic working locations, as well as a first-hand insight into FM Conway's unique capabilities.

The main focus of the event was an industry discussion on the circular economy. Experts from Shell, Benninghoven, Veolia, and Greenshields JCB delivered an insightful panel discussion hosted by renowned journalist Antony Oliver.

It was an honour to bring key stakeholders from across our industry together, and we are confident that it has sparked the opportunity for future collaboration on our ambition to leave a positive legacy for our sector.



**BENNINGHOVEN**



# THE YEAR AHEAD

## PEOPLE

At FM Conway, we are committed to creating an inclusive culture that supports all of our people. Over the next 12 months we have ambitious plans to build on our recent achievements, with a particular focus on a new and invigorated EDI Strategy. Equity will replace Equality, as we recognise the need to go further than providing equal opportunities. Instead, we will seek to provide the necessary requirements for individual needs to allow an equal outcome. Over the next 12 months, we will:

- Publish our 2030 EDI Strategy
- Publish our Disability Pay Gap report
- Achieve 12.5% of our employees in training
- Promote the Armed Forces Covenant

## ENVIRONMENT

We've long been a pioneer in highways recycling, and we will continue to build on our expertise to ensure we combine the right materials, construction methods, and technical expertise, to deliver maximum whole-life carbon savings. Protection and enhancement of natural resources will continue to form the basis of our circular economic approach and over the next year we will:

- Electrify 55% of our <1.5t fleet
- Launch ConEst, our own carbon estimating tool to design out carbon in the works we deliver
- Invest and research new technology that utilises low/zero carbon alternatives
- Develop a taskforce for waste management

## COMMUNITY

We are deeply rooted in the communities in which we live and work and are committed to ensuring that we support them in every way possible. We will continue to work with our clients, partners and local stakeholders to identify opportunities that support their needs and ambitions, and over the year ahead we will:

- Strengthen our partnerships with UTC's, Colleges and Universities
- Increase volunteering opportunities with community and charity partners
- Develop a shared apprentice event with our clients and partners
- Support youth homelessness through Street Soccer

## SUPPLY CHAIN

Our continued collaboration is key to achieving our own strategies and we will continue to work with our supply chain to identify new opportunities and better ways of working. Sharing best practice is key and over the next year we will:

- Increase education events for our Supply Chain
- Explore shared apprenticeship opportunities
- Support suppliers on their journey to Disability Confident Leaders
- Continue to collaborate and share innovations

# AWARDS / ACHIEVEMENTS

## WINNER



### Inspiring Women in Construction & Engineering Awards 2023 Inspirational Leader (Joanne Conway)

We are honoured to announce that our Executive Group Chair and CEO, Joanne Conway, has won ‘Inspirational Leader Contractor’ at the Inspiring Women in Construction and Engineering Awards.



### Highways Awards 2023 - Health and Wellbeing (Big Ten in 10)

It was a night to remember for FM Conway, as we were announced winners at the Highways Awards 2023! Nominated in four different categories at the event, we were delighted to scoop the Health and Wellbeing award for our Big Ten in 10 strategy.



### English Veterans Awards 2023 - Employer of the Year (Bronze)

We are thrilled that FM Conway has, once again, won Bronze in the Employer of the Year category at the English Veterans Awards. It is great to be continually recognised for our commitment to attracting, employing, and retaining ex-forces personnel and reservists.



### Digital Construction Awards - Digital Rising Star of the Year 2023 (Lauren Parsons)

Our Rising Star was working in the retail industry only six years ago – but since joining her current employer, a major infrastructure services contractor, she has played a vital role in their digital transformation.

Thanks to her efforts, the deployment of new software across all of the contractor’s new projects is showing impressive efficiency gains, with progress reporting time slashed by 50% and her division transitioning to paperless site operations.

Her understanding of digital technology and ability to utilise new tools to meet the specific demands of any project has helped the company’s rapid embrace of digitisation, notably on its high-profile contract with Westminster City Council.



### Better Society Awards 2023

FM Conway won the ‘National Commitment to Skills & Training’ award for our inclusive recruitment and development processes, as well as how we are driving the improvement of our workplace environment for our great people.



### Xelix Customer Awards 2023 Rising Star (Finance Team)



#### **National Association of Drainage Contractors Awards 2023**

Office Hero (Abbey McDermottroe)

#### **National Association of Drainage Contractors Awards 2023**

Apprentice of the Year (Maria Gore)

#### **National Association of Drainage Contractors Awards 2023**

Individual Operative Achievement Award (Daniel Winter)

## **SHORT-LISTED**



#### **CECA Southern Awards 2023**

Most Promising Apprentice (Levels 2-3) (Laiba Laiba)

#### **CECA Southern Awards 2023**

Most Promising Trainee Quantity Surveyor (Joshua Bell)

#### **CECA Southern Awards 2023**

Most Promising Trainee Civil Engineer (Avril Permul)

#### **CECA Southern Awards 2023**

Outstanding Contribution / Lifetime Achievement (John Holliday)



#### **Inspiring Change Awards 2023**

FIR Inspiration (Ella Cole)



#### **ISO/IEC 27001:2013 Accredited**

Specifies the requirements for establishing, implementing, maintaining and continually improving an information security management system within the context of the organization.



#### **ISO/PAS 2080:2023 Accredited**

PAS 2080 is the leading standard for carbon management solutions in buildings and infrastructure development. Our PAS 2080 certificate of conformity programme can help you to demonstrate your commitment to the future of sustainable infrastructure, as well as managing and reducing the carbon production of your projects.





## CARE

As a family business we act  
with care and compassion



## EXCELLENCE

Great people delivering  
great work, always



## INTEGRITY

A business committed to  
doing the right thing



## INNOVATION

Our passion is to always  
find a better way

