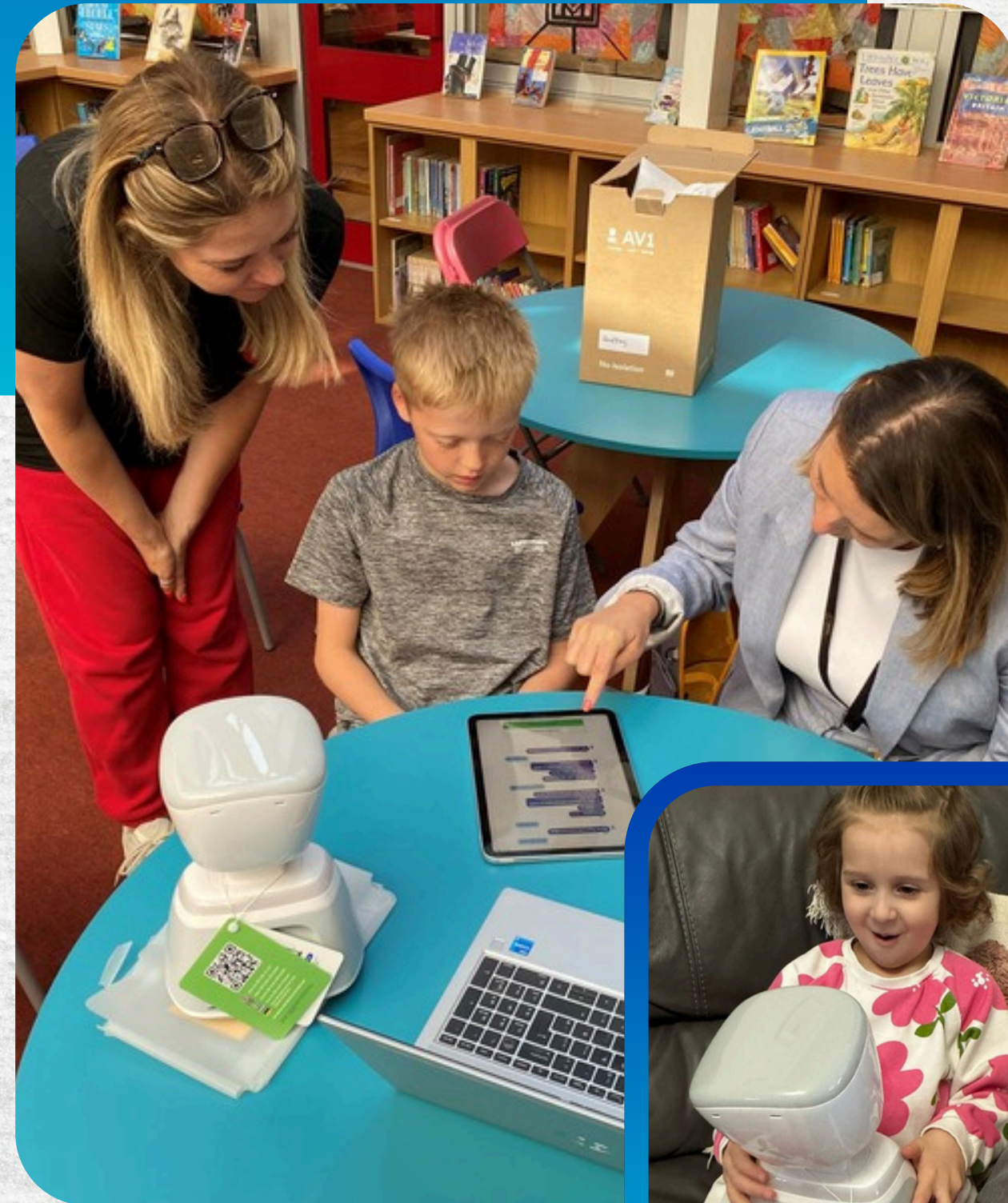


SOCIAL VALUE IMPACT REPORT 2025

Delivering measurable impact across
our communities



www.vsl.com/united-kingdom



Foreword

2025 has been a strong year for VSL UK, not only in the delivery of complex engineering projects, but in the way we are strengthening our approach to social value.

Across our projects, we are placing greater focus on delivering social value in a way that is aligned with our clients' priorities and responsive to the communities in which we operate. This includes community engagement, supporting skills and employment opportunities, and encouraging meaningful participation from our people.

This report highlights the activity delivered across the business and reflects the growing role social value plays in how we operate. It is driven by the commitment of our teams and the strength of our partnerships, both of which are essential to delivering consistent, relevant and repeatable outcomes.

Looking ahead, we will continue to build on this foundation, strengthening how we deliver and demonstrate social value to ensure it creates lasting value for our clients and communities.

I would like to thank everyone who has contributed to this work over the past year.

Martin Bellamy

Managing Director, VSL UK



“ For us, social value is about doing the right things, making them meaningful, and doing them well. ”

Our Social Value Pillars

Supporting VSL UK's wider vision, mission and strategic business goals through meaningful, measurable impact.

At VSL UK, we believe Social Value should create lasting benefit for the communities in which we operate, while supporting the long-term resilience, growth and sustainability of our business. Our approach is built around **four key pillars** that reflect both our values and our strategic priorities:

PEOPLE & COMMUNITIES



Building strong relationships with local people and organisations through meaningful engagement, volunteering, wellbeing initiatives and inclusive community participation.

SKILLS, GROWTH & OPPORTUNITY



Supporting apprenticeships, training, employment pathways and future talent development, while inspiring the next generation to pursue careers within construction and engineering.

RESPONSIBLE & RESILIENT DELIVERY



Embedding health, safety, sustainability and continuous improvement into delivery, ensuring our projects create long-term value for clients, communities and the wider built environment.

PARTNERSHIPS & LASTING IMPACT



Working collaboratively with clients, local businesses, supply chain partners and stakeholders to maximise social impact and create meaningful, lasting outcomes.



Aligned to our vision of shaping a better built environment and developing people to inspire the next generation.

BUILDING FOR LIFE

MEASURING OUR IMPACT

We are committed to delivering social value that is meaningful and measurable, while continuing to strengthen how we capture and evidence our impact.



What we measure

We track outcomes aligned to our core pillars, including community engagement, skills development, local economic impact and employee wellbeing.



How we capture it

Our project teams record social value activity throughout delivery, working with local partners, supply chain and communities to ensure outcomes are captured consistently.



How we improve

We continue to refine our approach, strengthening data capture and aligning with client requirements to improve how we plan, track and report.

International Women’s Day 2025



Celebrating women in construction and driving meaningful conversations around gender equity across our business



Improving gender diversity and inclusion remains a key priority across the construction industry. Creating space for open dialogue, shared experiences and visible role models is essential to inspire change and support the progression of women within the sector.

To mark International Women’s Day, VSL UK brought together colleagues from across the business and the wider Bouygues group for an event focused on **reflection, discussion and action**.

The session featured a keynote from **former Bouygues UK CEO Fabienne Viala**, alongside a roundtable exploring opportunities and challenges for women in construction. Colleagues also joined the **Bouygues UK event** aligned to the 2025 theme **“Accelerating Action”**, with keynote speakers, networking and collaborative sessions.

Together, these activities created a platform for **meaningful engagement, raising awareness** of gender equity and reinforcing the importance of **inclusive workplaces**, while building momentum for continued action.



OUTCOMES DELIVERED

Aligned to our social value priorities



Advancing equality, diversity & inclusion

Raising awareness & embedding a more inclusive culture



Supporting skills development & progression

Providing access to role models & shared experiences to support progression



Strengthening employee engagement & wellbeing

Encouraging connection, participation & meaningful engagement

“ A more diverse, inclusive workforce will make us better at what we’re supposed to be doing in the industry. My advice to girls is be yourself, believe in yourself and go for it!

Fabienne Viala - Former Chair & CEO Bouygues UK



Chapter One Volunteering Programme



Supporting children's literacy through employee volunteering and long-term community partnership.

This year, VSL UK employees began volunteering with **Chapter One**, an organisation dedicated to improving children's **reading skills**. Through our partnership with Bouygues UK, colleagues deliver weekly one-to-one sessions with **primary school students**, focused on storytelling, phonics and building confidence in reading.

The programme provides consistent, **structured support to children** who benefit from additional encouragement, while also creating a meaningful opportunity for our people to contribute to their **local communities**. Volunteers commit time each week, developing relationships with their students and supporting their progress over time.

Initial engagement has seen colleagues begin their first sessions, marking the start of what we expect to be a **long-term programme**. The initiative reflects our commitment to supporting education, **improving social mobility** and using our platform to make a positive difference beyond our core operations.

OUTCOMES DELIVERED

Aligned to our social value priorities



Supporting education & young people

Helping to improve reading skills, confidence and engagement in learning



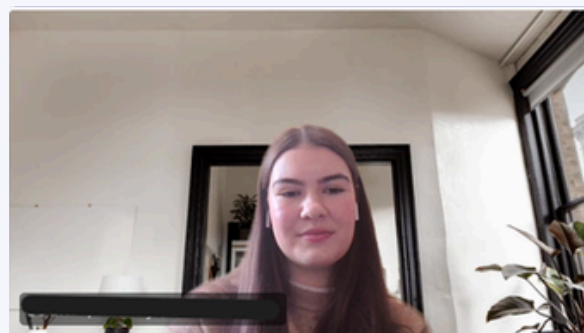
Creating meaningful volunteering opportunities

Providing employees with structured, impactful ways to give back



Strengthening long-term community partnerships

Working collaboratively with Bouygues UK and Chapter One to deliver sustained impact



Case Study

Mental Health Awareness Week



To mark Mental Health Awareness Week, VSL UK aligned its activity to the 2025 theme “Movement: Moving more for our mental health”.

Colleagues took part in a ‘**walk and talk**’ session from our head office at Becket House, creating space for open conversations around mental health, shared experiences and how we can better support one another.

Throughout the week, we reinforced the **importance of wellbeing** through regular communications, encouraging employees to prioritise their mental health and take time to reflect.

OUTCOMES DELIVERED

Aligned to our social value priorities



Supporting Employee Wellbeing

Encouraging open conversations and raising awareness of mental health across the business



Promoting a positive workplace culture

Creating space for connection, reflection and peer support



Strengthening engagement across teams

Bringing colleagues together through shared activity and meaningful discussion



MENTAL HEALTH AWARENESS WEEK

12-18 MAY 2025

Summer Internship Programme



Developing future talent through hands-on experience across live projects and operational environments.

This year, VSL UK welcomed two **summer interns**, Anton and Robert, for a two-month placement across our Becket House office and the Sizewell C project. The programme provided exposure to both office-based and site operations, giving a well-rounded **insight into the construction industry**.

Working alongside experienced professionals, the interns contributed to live projects while **developing practical skills** in areas including research, innovation, ground engineering and health & safety. The placement was designed to provide **meaningful, hands-on experience**, supporting the **transition from education into industry**.

Through **structured support** and real project involvement, the programme enabled the interns to build confidence, broaden their understanding of engineering delivery and **gain valuable insight into potential career pathways** within construction.



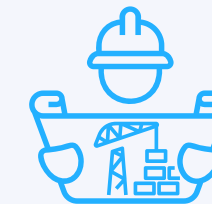
OUTCOMES DELIVERED

Aligned to our social value priorities



Supporting skills development and early careers

Providing practical, hands-on experience across both office and site environments



Encouraging new entrants into the industry

Offering exposure to real projects and career pathways within construction



Building future talent pipelines

Creating opportunities to attract and develop the next generation of professionals

“ During my internship, I developed a proposal for a new inspection service based on a live project, before gaining site experience at Sizewell C supporting ground engineering works and testing. The placement gave me valuable insight into both technical and operational delivery.

Anton - University College London (UCL) Intern



PERSONAL VOLUNTEERING

Every employee is given time to support causes that matter to them...



DMRC Benevolent Fund

Supporting injured service personnel

Philip supports injured service personnel through volunteering, organising fundraising activities and helping patients access social events that improve wellbeing and confidence.



Rickmansworth Toy Library

Supporting families through community volunteering

Bethany supports local families through her volunteering with Rickmansworth Toy Library, helping make toys more accessible while promoting events and initiatives that encourage community engagement.

Tustin Estate Community Events

Supporting local communities

Rowella supported the Tustin Estate Community Summer Fun Fair, helping create a welcoming space where residents could connect, engage and enjoy shared experiences.



Lennox Children's Cancer Fund

Supporting children and families through volunteering and fundraising

Our people regularly support children and families through volunteering opportunities with Lennox Children's Cancer Fund, helping create positive experiences and moments of normality during challenging times.



10km Sponsored Charity Walk

Supporting children and families through fundraising and collaboration.

To mark the end of **Childhood Cancer Awareness Month**, VSL UK hosted a 10km charity walk along the Thames Path, bringing together **employees, partners and representatives** from Lennox Children's Cancer Fund.

The event created an opportunity for people across our network to **come together in support of a shared cause**, while raising awareness of the challenges faced by children with cancer and their families. Strong **collaboration** played a key role in the success of the event, with our supplier OnSite Support Ltd providing branded t-shirts and office catering partners, PINCH supporting with refreshments.

Through collective effort, the walk **raised £3,012**, which was **match funded by VSL UK** to a total of **£6,035**. The funds raised will directly support Lennox Children's Cancer Fund in delivering vital services to children and families during difficult times.

Beyond fundraising, the event **strengthened relationships across teams and partners**, demonstrating the positive impact that can be achieved through collaboration, shared purpose and **community engagement**.



OUTCOMES DELIVERED

Aligned to our social value priorities



Supporting vulnerable individuals

£6,035 raised to support children with cancer and their families



Strengthening partnerships

Collaborating with supply chain partners to maximise impact



Employee engagement

Bringing people together through a shared purpose and meaningful activity



As a final initiative in 2025, VSL UK supported Lennox Children’s Cancer Fund through their Christmas Gift Appeal, helping bring moments of joy to children and families during a challenging time of year.

Employees came together to donate £490 worth of gifts for children of all ages, alongside a generous £850 gift voucher from a VSL colleague, providing additional support where it was needed most. All donations were delivered in festive style by Buddy the Elf, helping create a memorable and uplifting experience.

With Lennox aiming to support over 1,200 families, we were proud to play a small part in making the season brighter, reinforcing the importance of community, generosity and shared support.



**£1,340 donated
in gifts &
vouchers**

OUTCOMES DELIVERED

Aligned to our social value priorities



Supporting vulnerable individuals

Providing gifts and support to children and families during the festive period



Employee engagement

Bringing colleagues together through a shared charitable initiative



Community impact

Contributing to a wider programme supporting over 1,200 families

In conversation with **Gemma Fincher**

Social Value Lead, VSL UK

Q: What does social value mean to you?

For me, it is about creating impact that actually means something, not just ticking a box because a tender or client asks us to. It is the difference between saying we have done something and knowing it has genuinely made a difference to people, whether that is through community engagement, supporting young people, or simply doing the right thing where we can.

Q: What has been your highlight from 2025?

Seeing how engaged people have been. The Lennox initiatives stand out, not just because of the money raised, but because of how many people got involved and genuinely cared about what we were doing. Social value has a way of bringing people together, and you could really see that across the business this year.

Q: What do you want to achieve in 2026?

I want us to go bigger and be bolder in what we do. We are already doing a lot of great things, but the next step is involving more of our people across all our sites and being more intentional about the impact we create. That means aligning with our clients, strengthening how we measure what we do, and making sure it delivers real, lasting value for the communities we serve.

“ Social value brings people together and creates impact that actually means something. ”



DELIVERING LASTING VALUE FOR OUR COMMUNITIES AND OUR CLIENTS

*Through the commitment of our people
and the strength of our partnerships, we
deliver meaningful, measurable impact
across every project.*

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VSL UK | BUILDING FOR LIFE

