2024
Social Value Report

Empowering Futures
Building Equity, Opportunity & Impact

Forewords

At Pell Frischmann, we believe that engineering goes beyond infrastructure — it builds lives, careers, and stronger communities. Our 2024 Social Value Report celebrates the people, partnerships, and purpose-driven initiatives that bring our values to life. This year, we continued to invest in equity, opportunity, and positive impact across the UK. In the last three years we have grown our Social Value Impact from not recording data/impact in 2022, to recording £10.2 million worth of Social Value, to now achieving £12 million worth of impact in 2024!

Pell Frischmann in 2024 proudly presented its 2024-2027 Social Value Strategy, a testament to our continued commitment to fostering positive change and making a meaningful impact within the communities we work and live in. The document outlines our approach to social value. It showcases our ambitions, our focus areas, the way we already deliver social value, and describes how we can do more to create a greater impact. Our suppliers and every person working within our organisation has a role to play. Whether that's supporting disadvantaged groups into employment, supporting our staff and suppliers to deliver social value, or getting 'hands-on' in communities through our volunteering days. We won't achieve all our social value ambitions overnight. But we've already identified three goals (focusing on outcomes from the five National TOMs themes) that will strengthen the way we deliver social value and will help us to keep on improving. The biggest 'risk' we face as an organisation (with regards to social value) is being able to successfully deliver on our social value commitments outlined in tenders. Therefore, this strategy focuses on ensuring efficient delivery and monitoring. This strategy will sit alongside our current framework and reports to help direct the travel and improvements with the way we deliver social value across the business, and will ensure we maintain our Leader status within a constantly evolving landscape.

Pell Frischmann
SOCIAL VALUE

Our 3 New Goals

Pell Frischmann
SOCIAL VALUE

1 EMPOWER

Inspire staff through methodology and facilitation to deliver efficiently.

Empower our staff through strong methodology, training and centralised collateral and processes to create and deliver impactful social value initiatives.

2 EDUCATE

Educate our people and share best practice with relevant stakeholders.

Educate our staff through formal training and sharing best practices. In addition, share knowledge with stakeholders, especially SMEs.

3 EVALUATE

Analyse the effects of our social value initiatives.

Evaluate and measure the impact of our social value initiatives using existing quantitative frameworks (TOMs/SROI) as well as quality data (case studies, people numbers).

Equity, Diversity & Inclusion (EDI)

We're proud to be recognised as a leader in fostering a fair and inclusive workplace. In 2024, Pell Frischmann was the first consultancy to achieve Level 4 'Embedded' status in the Supply Chain Sustainability School's EDI Accreditation — a testament to our deep commitment to Fairness, Inclusion, and Respect (FIR). This milestone is not the end, but a launchpad for the next chapter of our inclusive journey.

"Embracing Equity, Diversity, and Inclusion isn't just about fairness—it's about unlocking the full potential of every individual, fostering innovation, and creating a world where everyone thrives together. Going through this accreditation process has helped us to identify where we can improve as a business and has reminded us that it's a continuous journey to be and do better".

Hannah Goldthorpe
Head of HR at Pell Frischmann

Over the past year we have been working with an external assessor from SEE Things who has been taking us through the Supply Chain Sustainability School's Fairness Inclusion and Respect Growth Assessment Tool. We have submitted extensive evidence that looked at our commitment, employment, working practices, site environment and supply chain. In addition, employees provided interviews, which have led us to achieve Level 4 Embedded Status of the EDI Accreditation. This achievement has been part of a much longer EDI Journey which we began back in 2020. Our EDI Action Group as well as champions across the business, have been driving meaningful change and cultivating inclusive environments within Pell Frischmann. We have been designing and implementing strategic EDI initiatives that promote equitable opportunities, foster a culture of belonging, and empower underrepresented groups.

The Fairness, Inclusion & Respect Growth Assessment allows organisations, large and small, to benchmark their Fairness, Inclusion & Respect knowledge. It has helped us to recognise best practice and highlight areas for improvement. On completion of the Assessment, we have been provided with a tailored learning plan, which focuses on the areas that could be developed and improved.

Pell Frischmann are the first consultancy to achieve this accreditation at Level 4 and are proud to be leading by example and driving meaningful change for the built environment.

Early Careers & Talent Development

Pell Frischmann SOCIAL VALUE

Investing in future talent is at the heart of sustainable growth. In 2024:

96 96 Graduates employed by the business with 33 joining us in 2024 — 36% identifying as female, helping to shift the dial on gender 91 representation in engineering.

Meaningful Placements & Inclusive Access.

29 We employed 29 Apprentices, including 14 new starts this year, supporting accessible career pathways.

542 We delivered 542 weeks of meaningful work placements, alongside 17 weeks of short-term work experience — helping young people gain skills, insight, and confidence.

13 Our teams connected with students at 13 University Fairs, sparking curiosity and showcasing real career opportunities in infrastructure.

2 We also hosted 2 placements for students with disabilities, furthering our mission to create a workplace that champions inclusive access for all.

Early Careers & Talent Development

Partnership With Variety Children's Charity Access to Interns Programme

Access Interns is dedicated to fostering immediate and tangible improvements in the lives of post-16 young people with disabilities. Their mission is to provide tailored pathways to meaningful employment, promoting self-esteem, knowledge acquisition, and confidence-building for a diverse and deserving community.

Pell Frischmann was able to offer 2 students four weeks of intensive, hands-on internship experience. The programme immerses interns in corporate environments, offering invaluable real-world insights and skill-building. Interns are carefully selected through a thorough application and interview process ensuring it's tailored to those ready to grow and thrive.

To be eligible to apply for the Access Interns programme, you must meet the following criteria.

Disability or Long-Term Condition: Identify as having a disability or long-term condition as defined in the Equality Act 2012 and/or have a Special Education Need (SEN) in one of these areas:

- **Communication and interaction**
- **Cognition and learning**
- **Social, emotional, and mental health**
- **Sensory and/or physical needs**

"We used their contributions in several of our projects, including bids, marketing, and social value initiatives, and the feedback from the team was excellent."

Thomas Binge
Bid Director, Pell Frischmann

"Access Interns is a fantastic programme that provides meaningful opportunities for young people with disability to gain experience in professional settings. We are really proud of our partnership with Pell Frischmann. Over the past year, Pell Frischmann has made a real impact, helping interns build confidence, develop key skills, and broaden their career aspirations. We're excited to continue this collaboration in the coming year and look forward to supporting even more young people on their journey into the world of work."

Besme Al Al-Mudarris,
Access to Interns Programme Manager, Variety Children's Charity

Inspiring the Next Generation

Our school outreach is helping young people see themselves in the world of STEM. In 2024:

- 44 Pell Frischmann STEM Ambassadors inspired young minds across the country.
- We sponsored 10 schools across the UK — providing support, resources, and opportunities.
- Our teams engaged 5,500+ students through our Rail Safe Friendly Programme, reinforcing the importance of safety, responsibility, and innovation.

Volunteering & Mentoring

Our people dedicated time, care, and expertise to support their communities:

- 150 hours of volunteering, contributing hands-on support to local initiatives.
- 90 hours of career mentoring, focusing on disadvantaged students to help bridge the opportunity gap and nurture future talent

Case Study 1

Pell Frischmann's Birmingham Traffic & Transport Team Volunteers at SIFA Fireside

We're proud to see our members from the Birmingham Traffic & Transport Team, including Lucy Frearson, Steve Bibb, Dan Hounsell, Dan Susans, Matthew Stevens and Eimhir Dundas, taking part in volunteering at SIFA Fireside.

SIFA Fireside is a Birmingham based charity that supports people experiencing, at risk of, or in recovery from the effects of homelessness, through a range of services, skills development workshops and activity classes.

"SIFA Fireside provided an excellent opportunity for us to put our volunteering leave to good use, allowing us to immediately see the positive impact our support has in helping such a worthwhile cause."

Steve Bibb
Associate Transport Planner

"I wasn't sure what to expect coming here, but I've come away with a more positive mindset than I thought I would have.

Lucy Frearson
Senior Transport Planner, Pell Frischmann

Donations of food, toiletries and clothing were taken along to the shelter and staff spent a morning helping in the kitchen with breakfast and lunch service, as well as working in the storeroom to sort food and clothing contributions.

Case Study 2

Surrey Heathlands Partnership Volunteering Day

While the main ‘volunteers’ at Bullswater Common are the goats that are set out to graze, as they can’t eat all the saplings, our main task of the day was felling small silver birch and conifer trees. If left to grow these trees would out-compete the heather and gorse needed to maintain the heathland.

Armed with bow saws, snippers and of course a hard hat, we got to work clearing out the encroaching trees to restore the heath.

Once felled, each tree was dragged into an area of woodland, where the conifers were left, and silver birch hand dragged back to our base camp for the day (some for a snack for the goats to distract them from our snacks!).

The afternoon was spent using the silver birch to make ‘dead hedges’, as, while goats might be great volunteers - they do have a habit of getting where they aren’t supposed to and a stronger fence was needed to keep them in the common!

Partnership with Learn Live - Rail Safe Friendly Programme Impact

In 2024, Pell Frischmann partnered with Learn Live and their Rail Safe Friendly Programme. The Rail Safe Friendly Programme aims to have every school in the UK enrolled on the Rail Safe Friendly Programme by the year 2027.

The Rail Safe Friendly programme is dedicated to spreading the vital message of rail safety among young individuals, educators, and parents throughout schools in the UK through their innovative Learn Live news channel.

Our mission with this partnership is rooted in the belief that every child should be equipped with the essential knowledge to navigate the railway environment safely.

Rail Safe Friendly Programme, driving lasting impact:

10 Reached 10 out of 10 targeted schools, with 5,573 views and 1,393 hours of engagement pathways.

£ We generated £157,604.44 in social value — a quantifiable return on our commitment to safer, smarter futures.

9 9 schools achieved their Bronze Award and 1 school earned the Silver Award.

Looking Ahead

Our 2024 achievements are a direct result of the dedication of our people and partners. As we look to 2025, we will continue to:

- Deepen our commitment to inclusive recruitment and progression.
- Expand our early careers programme to support even more diverse pathways into the industry.
- Scale our school outreach and mentoring, focusing on social mobility and underrepresented communities.

Final Word

Social value is not a box we tick,
it's the blueprint for how we build.
Together, we are empowering futures.