

# People Planet Purpose

IMPACT REPORT  
2024



# 2024 REFLECTIONS

We are proud of the positive impact that our People-Planet-Purpose framework continues to have on our business to ensure we grow sustainably and leave a legacy we are proud of.

During 2024, we delivered £1.4bn of social value, £139m of which was generated through core activities such as volunteering, donations to our charitable partners, providing work experience, engaging with schools and employing apprentices. We continued to work with Thrive and use the Impact Evaluation Standard to ensure rigour, integrity and consistency around our social value reporting.

Maintaining excellent standards across all areas of compliance will always be a priority for us – safety, employee wellbeing and environmental protection are all part of the way we do business. Throughout the year, we continued to place focus on reducing carbon emissions through practical interventions to limit our impact and are pleased to see this being reflected in a steadily decreasing carbon footprint. Our inclusion agenda, and the embedding of our RESPECT campaign, has helped to grow our culture into something we are very proud of, and is having a positive impact on way we do business.

Looking ahead to 2025, we will continue to embed People-Planet-Purpose – using dedicated platforms such as our ESG Leadership Group and our Carbon and Sustainability Hubs, alongside visible senior leadership - to ensure sustainability becomes even more rooted into the way we do business.

Richard Offord

**CEO - VolkerWessels UK**





# PEOPLE – PUTTING PEOPLE AT THE HEART OF OUR APPROACH

We're proud of our culture. We put people at the heart of our approach to working sustainably – empowering them to be the drivers of sustainable change through training, awareness and visible leadership. With our workplaces being ever changing environments, working safely is always our number one priority, as is ensuring our workforce are healthy, and they feel included and valued.



**AFR**  
**0.07**

Safety and wellbeing are key to maintaining an effective working environment and a healthy workforce. We strive to prevent work-related injuries and ill-health of anyone working on our behalf.

**166**  
**Mental Health Champions**

All our Mental Health Champions receive industry leading training to enable them to support their colleagues and, where required, signpost individuals to additional services.

**85%**  
**FIR engagement**

Our annual employee survey shows that our FIR awareness campaigns, training and support has contributed to 85% of our workforce saying they feel valued, respected and free to be their authentic selves at work. This is industry leading.

**96%**  
**Employees receiving FIR training**

This includes our new starter induction as well as e-learning, FIR Champions training and inclusive leadership training. We're looking forward to rolling out enhanced inclusive leadership training to over 600 leaders in 2025.

We are pleased to have retained our top 10 status in the National Centre for Diversity 'Top 100 Most Inclusive Employers Index' for 2024, finishing in 9th place, and were awarded Engineering Company of the Year for the fifth consecutive year.



# PLANET – PROTECTING AND ENHANCING OUR NATURAL ENVIRONMENT

Each of our projects is unique, as are the environmental risks and opportunities they present. Maintaining legal compliance through ongoing awareness and training, alongside seeking out innovative, net-positive, solutions was our focus for 2024. Our site teams worked closely with our supply chain partners to identify product and material trials to help reduce our carbon impact, sought out opportunities to enhance biodiversity as part of project delivery and continued to drive down the amount of waste we produce.

9%

Reduction in emissions  
per £m turnover

This notable reduction in emissions per £m turnover demonstrates our ongoing efforts to reduce consumption across our Scope 1 and 2 emissions, and those Scope 3 emissions under our direct control, and is supported by a 2% reduction in absolute emissions.

6% → 90%  
2020 → 2024

Electric and hybrid  
cars on fleet

Our fleet team have been integral to providing support for our employees to take the risk out of the decision to move away from petrol and diesel. 96% of all new company car orders are also electric or hybrid.

67% → 96%  
2020 → 2024

Energy from renewable  
source

By working with an energy broker we ensure that all new connections for our offices and long-term sites are connected to a renewable supply.

98%

Waste diversion  
from landfill

In 2024 we achieved a 53% reduction in the amount of waste generated per £100,000 of turnover against our 2019 baseline and diverted 98% of waste from landfill due to excellent waste controls on our sites.

Our low carbon minimum standards for temporary office set ups, helps to ensure consistency across our projects whilst guiding teams where higher standards could be implemented. Solutions include minimum EPC B rating, solar and hybrid power options, rainwater harvesting and energy management systems.



C1 Align HS2



# PURPOSE - DELIVERING LONG-TERM SOCIAL VALUE

The key to the successful delivery of social value is ensuring it brings meaningful benefit to a local area. Whilst our focus is on working with partners to support the delivery of core social value such as volunteering and school engagement, we're really pleased to be able to include, for the first time, the full impact of our spending choices in our total social value report. Throughout 2024, £1.4bn social value was delivered across our business – calculated using the Impact Evaluation Standard for rigour and transparency.

In addition to the donations we made to our corporate partners through our Close Call reporting initiative, our projects also donated £150k to local charities as well as giving valuable volunteering time. We're now at a point where we see the delivery of social value as part of our licence to operate – undertaking local needs analysis and committing to giving back to communities across our projects.



Engaging with school children

## 11%

Employees in Earn and Learn roles

This includes our apprentices, sponsored students and employees supported in further education or on formal graduate training programmes. In 2024 we became Gold Members of the 5% Club demonstrating our commitment to growing talent in our business.

## 73%

Spend with SME's

We are committed to a balanced mix of supply chain partners to deliver our projects. SME's are pivotal to ensuring our agility to meeting client needs and support the larger organisations and VCSE's who regularly work with us.

## 1427

Days spent volunteering

This includes with schools and community partners delivering everything from sprucing up grassroots sport venues, beach clean ups and supporting careers fairs.

## 454 → 2789

2020 → 2024

Days of work experience

Inspiring children and young adults through education engagement is the very start of our journey to attract the best people to our company. In 2024, this included working with schools to reach children from disadvantaged backgrounds or from under-represented cohorts.

A great example of our school engagement programme is on our A38 Tame Valley Viaduct project in Birmingham, where VolkerFitzpatrick partnered with The Pioneers Academy – an all-girls Muslim faith secondary school. We supported work experience placements, hosted women in construction careers sessions and held an artwork competition for our site hoarding.



To learn more about our People-Planet-Purpose framework, [click here](#). For further information, or to provide any feedback please use the QR code below or email us [sustainability@volkerwessels.co.uk](mailto:sustainability@volkerwessels.co.uk).

