

“Shaping a legacy that contributes positively to the people who work with us, strengthens the communities where we build and minimises our impact on the planet.”



IMPACT REPORT: Social Value

WHY SOCIAL VALUE MATTERS IN CONSTRUCTION

Social value has become a defining issue for the construction industry – not as a trend, but as a fundamental shift in how success is measured.

- As one of the UK's largest employers, the industry has a unique reach. **Every project creates opportunities to generate positive social, economic and environmental outcomes** – from local employment and skills development to community engagement, improved health, reduced inequality and more responsible use of resources.
- Clients, local authorities and framework providers increasingly expect contractors to demonstrate how their work delivers benefits beyond the physical asset itself. This shift means social value is often embedded within tendering processes, with bidders required to evidence meaningful, measurable contributions to communities, society and the environment. **But the importance of social value goes beyond policy decisions and compliance.** Done well, it shapes communities, strengthens local economies, builds trust with stakeholders, improves workforce wellbeing and retention, and contributes to a more sustainable environmental legacy.

OUR APPROACH TO SOCIAL VALUE

- At Sheriff Construction, we recognise that the scale, growth and influence of our work brings with it a responsibility to act thoughtfully and sustainably – because every project and every decision we make has an impact far beyond the physical asset delivered.
- Our slogan, ***Building for life***, means so much more than creating high-quality, long-lasting structures and our commitment to social value is not just an add-on to what we're contracted to do. It's fully embedded in how we operate, how we collaborate and how we define success.

Through this approach, we're shaping a legacy that contributes positively to the **PEOPLE** who work with us, strengthens the **COMMUNITIES** where we build and minimises our impact on the **PLANET**.

OUR PEOPLE

As our business has grown, so too has our responsibility to create a working environment that is fair, inclusive, supportive and a driver of opportunity.

We celebrate the diversity of our workforce and actively invest in education, training and wellbeing – not just because it strengthens our business, but because it reflects who we are. Our people are our biggest asset, and we believe everyone should feel recognised, valued and supported to thrive.

Our aim is for Sheriff Construction to be a place where everyone who works with us can prosper – not only by building a successful long-term career, but also through strong health, wellbeing, social connection and support beyond work.



OUR PEOPLE

Fairness Diversity Opportunity Skills Careers Health Wellbeing Recognition Connection

SKILLS SHORTAGES IN CONSTRUCTION

225,000

additional construction workers
needed in the UK by 2027



A recognised challenge across the industry

SHERIFF'S INVESTMENT

8 Apprentices and trainees supported
over the last three years
(3 office-based, 5 site-based)

5+ Work experience opportunities
created each year at our office
(supporting and mentoring school leavers,
students and return-to-work candidates)

~10 Work experience students supported
on site
through collaboration with our clients

PEOPLE SUPPORTED THROUGH MEANINGFUL WORK



150

CSCS-QUALIFIED SITE WORKFORCE

100%
certified



89% site Supervisors hold
CSCS Level 2 minimum

100% Level 7
Leadership



All Contract Managers have achieved
(or are working towards) Level 7 Leaders in Construction

MENTAL HEALTH IN CONSTRUCTION

Construction workers are
3x more likely
to die by suicide
than the national average



A recognised challenge across the industry



90%
STAFF UPTAKE
OF PRIVATE HEALTH
INSURANCE

Including mental health support
for employees and their families

Sheriff also provides training and awareness
to support suicide prevention

DIVERSITY IN OUR WORKFORCE



50%

of office-based roles
held by women
(including professional
and management positions)



12

ethnic and cultural
backgrounds represented



9

languages
represented
across our workforce

FAIRNESS, DIVERSITY & OPPORTUNITY

We are committed to creating a workplace that is open, inclusive and accessible to all.

- **Our recruitment and progression processes are straightforward and fair**, ensuring opportunities are available regardless of background, gender, age or ethnicity.
- **Recognising the value of stability, trust and continuity**, we prioritise long-term contracts and internal progression wherever possible.
- **Our workforce reflects the communities in which we operate**, including many individuals for whom English is a second language. We actively help people overcome language-related barriers – for example by supporting them with official paperwork and translating key policies such as health and safety documentation as/ when this is helpful.
- **Our office team comes from diverse backgrounds**, with women holding 50% of office-based roles, including professional and management positions – helping to challenge traditional gender imbalances within the construction sector.
- In 2025, we welcomed a deaf trainee bricklayer from a local college, supporting his career ambitions while **strengthening wider understanding of disability inclusion, talent and potential** across our teams.

SKILLS & CAREERS

We offer multiple routes into construction, investing in skills and helping people build long-term careers – all while strengthening quality, safety and resilience across our delivery.

CURRENT PROGRAMMES

- Apprenticeships in bricklaying and carpentry at Level 3.
- Two Quantity Surveyors receiving structured mentoring through RICS.
- Regular, structured work placements for school leavers, college students and adults returning to work plus support for work experience students on site through client collaboration.
- Outreach with local colleges, including practical workshops delivered by our brickwork team. **(See our case study [HERE](#) for more details)**

ONGOING TRAINING & DEVELOPMENT

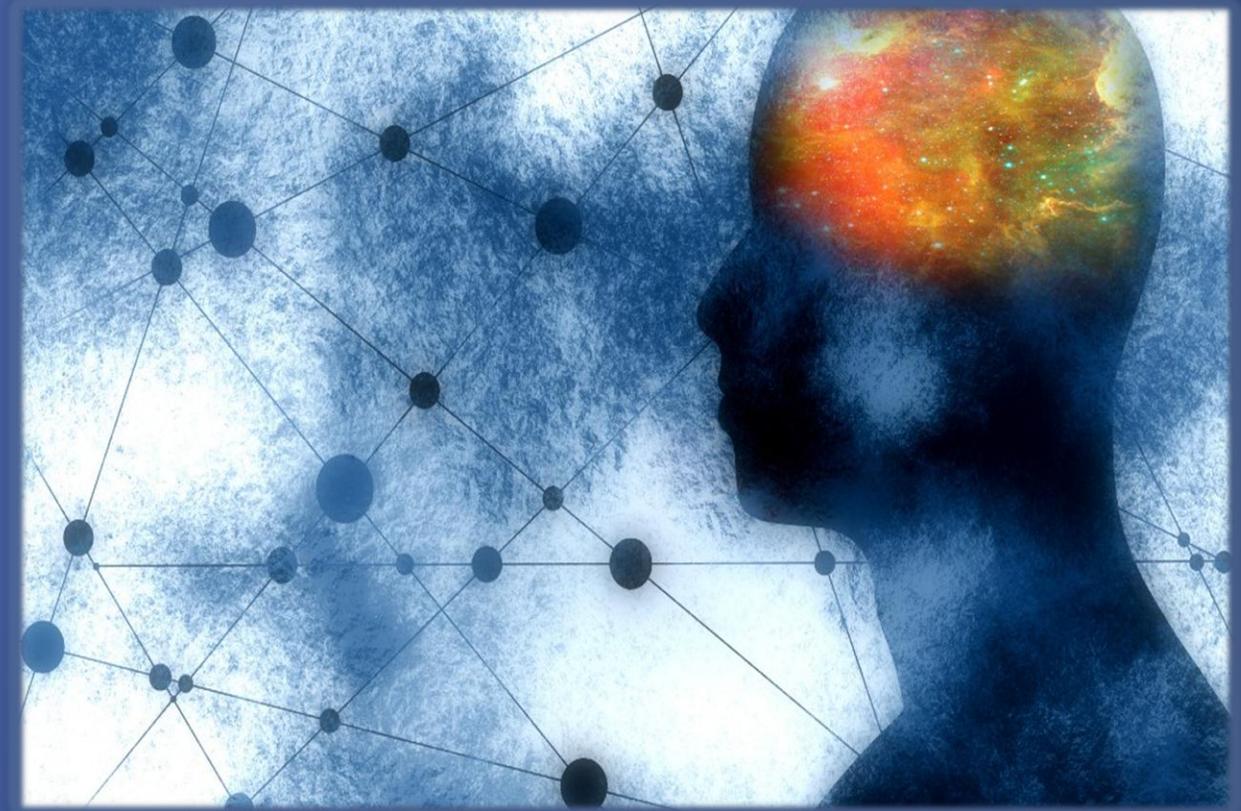
- All site operatives are CSCS certified and benefit from mentoring-led progression from labourer to skilled tradesperson. 89% of our site supervisors hold CSCS Level 2 minimum and our target is to raise this to 100% by April 2026.
- All Contract Managers have achieved (or are working towards) Level 7 Leaders in Construction.
- Senior leaders receive professional coaching.
- Our commercial team continues to broaden its expertise through qualifications such as Construction Management and NEBOSH.
- On site, training is continuous – covering system-specific installations, refresher courses and health and safety competencies.
- Further learning is supported through our in-house library and online platforms, including the Supply Chain Sustainability School.
- We maintain a live Training Matrix tracking qualifications across employees and subcontractors.

(See our case study [HERE](#) for more on how we upskill and develop our team)

HEALTH & WELLBEING

We believe people perform at their best when they feel supported, healthy and valued. Physical and mental health as well as everyday wellbeing is built into how we work – recognising the pressures that can exist across both on-site construction and office-based roles.

- **We provide private health insurance** (including mental health cover) for employees and their families – with 90% of eligible staff currently enrolled.
- **Mental health awareness** is actively promoted through regular Toolbox Talks, website content, online training such as the SOS Silence of Suicide course, and clear signposting to external support services.
- **At Head Office**, we encourage lunchtime walks and walking meetings, provide a staff room and outdoor green space for breaks, and create opportunities that strengthen social connection across teams. We also support flexible working options, including school-friendly hours and working from home – allowing people to balance work with personal commitments. We focus on outcomes more than hours.
- **On site**, where welfare facilities are provided by our clients, we work with PRO Risk Consultants to check that comfort, welfare and break facilities are suitable and meet required standards. This helps to ensure safe, healthy working environments for our operatives throughout every project.



RECOGNITION & CONNECTION

We aim to create a workplace where people feel respected, supported and proud of what they do – a place where individuals are valued not only for their role, but for who they are.

Rewards

We recognise the contribution, loyalty and achievement of our people through market-driven salaries, internal promotions, bonus schemes, access to a workplace pension scheme and support with travel through our fleet of vehicles.

Careers

We conduct regular performance appraisals – soon to move from annual to six-monthly – giving staff more frequent opportunities to reflect, raise concerns and plan the next steps in their career progression.

Connectivity

Strong relationships and connection beyond the day-to-day are encouraged through social activities such as team barbecues, end-of-project celebrations, parties and opportunities to participate collectively in community and charity initiatives.

OUR COMMUNITIES

At Sheriff Construction, we believe businesses like ours have a vital role to play in helping communities thrive and so we seek to deliver community value at every possible opportunity.

That means supporting education and charitable initiatives, working collaboratively with clients and community organisations to invest in sustainable social infrastructure, building positive partnerships in the places where our people live and work, and engaging equitably with local businesses and emerging enterprises.

Overall, our approach is one of careful consideration about how our decisions and actions can create wider benefit – contributing to stronger, more resilient communities now and for the future.



OUR COMMUNITIES

Young people Future talent Charity Fundraising Community events Partnerships

Social infrastructure Local economies & enterprise

10
local and national
charities supported
since 2020

£30,000
raised for charity
over the last three years
(approximate figure, including our
ongoing £20,000 Big Charity
Challenge target)

4
grassroots football teams
supported
from our region
(boys' and girls' teams)

98%
of Sheriff's suppliers based
locally or in the UK

(includes UK branches of global group companies)

99%
of UK construction firms
are SMEs

SHERIFF IS...
Working with **52**
SME/ micro suppliers
(including businesses grown
from sole traders)

70%
of our supply
chain

Supporting fair access
and prompt payment

SUPPORTING SMEs IN CONSTRUCTION

YOUNG PEOPLE & FUTURE TALENT

Investing in the education and training of young people (and adults) is essential to building strong communities and a sustainable construction industry. That's why, at Sheriff, we support people of all ages to develop confidence, skills and ambition – whether that's within our working environment or beyond.

- We actively engage with **schools, colleges and training providers**, offering apprenticeships (at various levels), work experience placements, and workshops that support the construction curriculum and give students insight into careers in the industry. **(see our case study [HERE](#) for more details)**
- Alongside promoting construction as a viable and rewarding career path for young people, we widen access by **supporting career changers and people returning to work** to take their next steps into the sector.
- Our **internal skills and training programmes** reinforce our commitment to long-term community development through education and opportunity.
- We also invest in young people's talent beyond the workplace by **sponsoring grassroots boys' and girls' football teams** in our local region. Since 2018, we have supported four teams across Luton, Stevenage and Leighton Buzzard.

CHARITY, FUNDRAISING & COMMUNITY EVENTS

Giving back is an established part of our culture. Through donations, fundraising and active participation, our teams have supported a wide range of local, national and international charitable causes. Since 2020, this has included:



In aid of



DementiaUK
Helping families face dementia



Albanian Earthquake Appeal



See our 20th Anniversary Big Charity Challenge case study [HERE](#) for more on how we ramped up our charity fundraising in 2025 with a £20,000 target.

We also take part in community events local to our Head Office, such as the S.T.R.A.W. Scarecrow Festival in Luton, and organise seasonal initiatives including Christmas and Ramadan food bank drives – helping to strengthen local connections beyond our day-to-day work.

PARTNERSHIPS & SOCIAL INFRASTRUCTURE

We believe meaningful community impact is best achieved through collaboration. By building strong relationships with clients, contractors and local organisations, we seek to support the social infrastructure that enables communities to function, connect and grow.

We work alongside several of the UK's leading housebuilders to support and enhance their community policies and social value objectives, aligning our delivery with wider project goals. *(See our case study on the delivery of Passivhaus standards via client collaboration [HERE](#).)*

Our sister company, **Crestview Homes**, follows a community-conscious approach to development – considering affordability, accessibility, sustainability, adaptability and the inclusion of green space when delivering new homes. This reflects our belief that well-designed built environments play a vital role in long-term community wellbeing.

On a local level, our teams engage positively with neighbouring organisations and community groups, responding quickly and practically when needs are identified. Recent examples include supporting litter-picking activities near the sites where we work and assisting a local church with repairs and maintenance to their premises.



LOCAL ECONOMIC IMPACT & ENTERPRISE

Our business has expanded from a single construction company (from 2005-2023) to four businesses operating across roofing, brickwork, development and property management. As we've grown, so too has our economic footprint and impact across local employment, enterprise and supply-chain activity.

- We almost entirely procure goods and services from businesses that are local to our office and project sites, keeping investment within the communities where we operate and strengthening regional supply chains.
- Our procurement processes are fair and inclusive. We use a standard tender process and Pre-Qualification Questionnaires (PPQs) to ensure opportunities are accessible to businesses of all sizes. Alongside established national suppliers such as Jewson, our supply chain includes local merchants like Magnito and Direct Glazing plus emerging enterprises.
- 70% of our supply chain are SME's or micro businesses. Several of those micro enterprises have been established by sole traders/ subcontractors who previously worked directly with us and were given guidance from our leadership team to develop their own independent companies.
- We apply prompt payment practices to support the financial stability of smaller suppliers and subcontractors, recognising the importance of cash flow in sustaining local enterprise.

By combining fair access, transparency and long-term relationships, we aim to contribute to inclusive economic growth and resilient local business communities.

OUR PLANET

Recognising the impact construction can have on the natural environment, we take seriously our responsibility to reduce carbon emissions, use resources efficiently and protect the places where we work.

Alongside supporting our clients to implement their sustainability policies, we consider environmental impact at every stage of our own operations – from procurement and construction planning to transport, waste management and the long-term performance of the buildings we help deliver.

By combining practical action, responsible decision-making, embedded best practice and a culture of continuous improvement, we aim to minimise harm, support a thriving natural environment and contribute to a more sustainable future for our industry and the communities it serves.



OUR PLANET

Carbon reduction Transport Responsible procurement Supply chain Waste reduction

Resource efficiency Biodiversity Education Awareness Environmental culture

NEAR-ZERO WASTE



Across almost all sites

(achieved through careful ordering, reuse and supplier take-back)

SMART TRAVEL BEHAVIOURS



All workers are encouraged to carpool and use route optimisation tools

REDUCING CARBON EMISSIONS FROM CONSTRUCTION TRANSPORT

THE CHALLENGE	OUR ACTION	OUR IMPACT
<p>10 million tonnes of CO₂e emitted by the UK construction industry each year</p> 	<p>40% of our fleet upgraded to lower-emission vehicles</p> <p>Ongoing transition to more efficient models</p> 	<p>13.8 tonnes of CO₂e saved in 2025</p> <p>24% year-on-year reduction in fleet-related emissions</p> <p>measured through fuel and fleet monitoring systems </p>

BUILT ENVIRONMENT PRINCIPLES



100% EPC B MINIMUM

(on our development projects delivered through Crestview Homes)

100% FLEET MONITORED



Through fuel and fleet monitoring systems

(supporting efficiency, emissions tracking and safety)

CARBON REDUCTION & TRANSPORT

As one of our key priorities, we take a proactive approach to reducing carbon emissions in the built environment – applying practical measures both in the buildings we help create and how we operate day-to-day.

- **Sheriff Construction and Sheriff Brickworks** have both been commissioned to support clients with projects built to rigorous **Passivhaus Classic Standards**, meaning the design has a strong focus on carbon-neutrality and energy-efficiency as well as genuine community engagement, affordability and residents' health/ wellbeing. **(See our case study [HERE.](#))**
- Through our sister company, **Crestview Homes**, all our residential developments achieve a **minimum Energy Performance Certificate (EPC) rating of B**, helping to improve energy efficiency, reduce emissions and lower long-term energy costs for residents.
- **On site**, we are making a gradual shift towards electric plant hire where feasible.

- **Logistics are planned carefully** – making bulk material orders, arranging direct deliveries to site wherever possible and avoiding ad-hoc journeys.
- **We have modernised our fleet** and improved how we plan and manage travel. Older high mileage vans have been replaced with newer, more efficient vehicles, including five Toyota Corolla self-charging hybrids.
- **Carpooling is actively encouraged**, with supervisors collecting and transporting teams to sites to reduce the number of vehicles on the road.
- **Vehicle usage is monitored to promote good practice**, including eliminating unnecessary idling and ensuring vehicles are used only for work purposes.

RESPONSIBLE PROCUREMENT & SUPPLY CHAIN

Environmental responsibility extends beyond our own operations through actions designed to influence positive outcomes across our supply chain.

We use a Pre-Qualification process to assess suppliers on sustainability and ethical business practices. Supplier performance is then monitored on an ongoing basis and, where environmental issues are identified, corrective action is requested and followed up.

Almost all (98%) of the materials and services we use are sourced from suppliers operating from within the UK, helping to reduce transport emissions while also supporting our local and national economies.

By embedding environmental considerations into our purchasing and supplier selection, we aim to work with partners who share our commitment to responsible construction and continuous improvement.



WASTE REDUCTION & RESOURCE EFFICIENCY

We take a practical approach to reducing waste and using resources efficiently - on site and at Head Office.

CAREFUL ORDERING AND RESPONSIBLE REUSE

Materials are ordered thoughtfully to avoid over-ordering and any surplus items are reused on site, returned to suppliers or recycled appropriately.

MINIMISING PACKAGING AND WASTE

Wherever possible, suppliers are asked to reduce packaging and remove waste materials such as pallets as part of their deliveries.

EVERYDAY RECYCLING PRACTICES

Staff are encouraged to dispose of recyclable waste correctly using designated facilities, reinforcing good habits across our daily operations.

REUSE AND UPCYCLING

Resource efficiency extends to reuse and upcycling. Several features at our Head Office – including our boardroom table, outdoor decking and planters – were custom-made from reclaimed materials.

BIODIVERSITY & THE BUILT ENVIRONMENT

The construction sector has a role to play, not only in reducing environmental harm but also in supporting biodiversity and improving quality within the built environment.

At Sheriff Construction, we regularly support clients with the installation of green, blue and biodiverse roofing systems, helping to enhance habitats, manage surface water and improve environmental performance.

We have also invested in restoring and expanding green space around our office premises, boosting biodiversity while creating greater access to nature for our staff. **(See the *'What's next' section of this report for more on our future plans.***)

These initiatives support healthier environments for both people and wildlife, while improving the resilience of buildings and public spaces.



EDUCATION, AWARENESS & ENVIRONMENTAL CULTURE

Sustainable practices are only effective when they are understood and consistently applied by everyone.

- We promote environmental awareness across our teams through regular Toolbox Talks, site briefings and website content covering topics such as waste management, pollution prevention and responsible working practices.
- Training plays an important role. Over the past year, we registered with the **Supply Chain Sustainability School** and are encouraging both site and office teams to engage with its learning resources to build their knowledge and confidence around environmental issues.
- We educate our teams to minimise pollution risks on site – for example by adhering to local restrictions on noisy or dusty activities, using appropriate PPE, ensuring safe working environments when handling potentially harmful materials and following strict clean-up practices.

By embedding awareness into everyday activity, we're creating a culture where environmental responsibility is owned and shared across the business.

SOCIAL VALUE CASE STUDIES

Click on the images below to see a selection of case studies reflecting the various elements of our social value approach in more detail.



Developing & Upskilling Our Team



Inspiring Future Bricklayers In Barnet



Fundraising Through Our 20th Anniversary Big Charity Challenge



Supporting Passivhaus Delivery Through Client Collaboration

WHAT'S NEXT?

While we are already delivering social value in multiple ways, this is a continuously evolving area for Sheriff Construction. We are committed to building on what we do well, strengthening our impact and embedding social value more deliberately across the business as we grow. Some of our key aspirations include:

Creating a healthier, greener working environment: We are planning a new office space for Sheriff and our sister companies and exploring how this can support wellbeing, collaboration and focus through improved facilities, enhanced break and quiet spaces and additional green landscaping to promote biodiversity. We're also exploring the feasibility of installing PV panels as a further means of achieving greater sustainability.

Increasing community engagement: We want to expand our involvement in community activities close to our Head Office in Luton and the surrounding area, e.g. inclusive programmes, events and volunteering opportunities.

Supporting client-led social value: We're meeting with clients to develop practical action plans for how we can support them with their social value objectives and putting a budget aside to make sure this work is delivered.

Developing research and innovation: We are exploring opportunities to formalise the innovative solutions developed by our teams on site, with the aim of applying research and development approaches that turn practical problem solving into best practice for the wider construction industry.

Strengthening environmental knowledge: Having signed up to the Supply Chain Sustainability School last year, we now want to encourage wider uptake of this training opportunity across our site and office teams, with a target to achieve Bronze accreditation by mid-2026 and Silver accreditation by the end of the year.





Thank you for reviewing our Impact Report and joining us in promoting social value in construction.

We value your feedback

Your insights and feedback help us improve our social value policies and practices. Reach out via email, phone or post for any questions or feedback regarding this social value impact report.

GET IN TOUCH

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