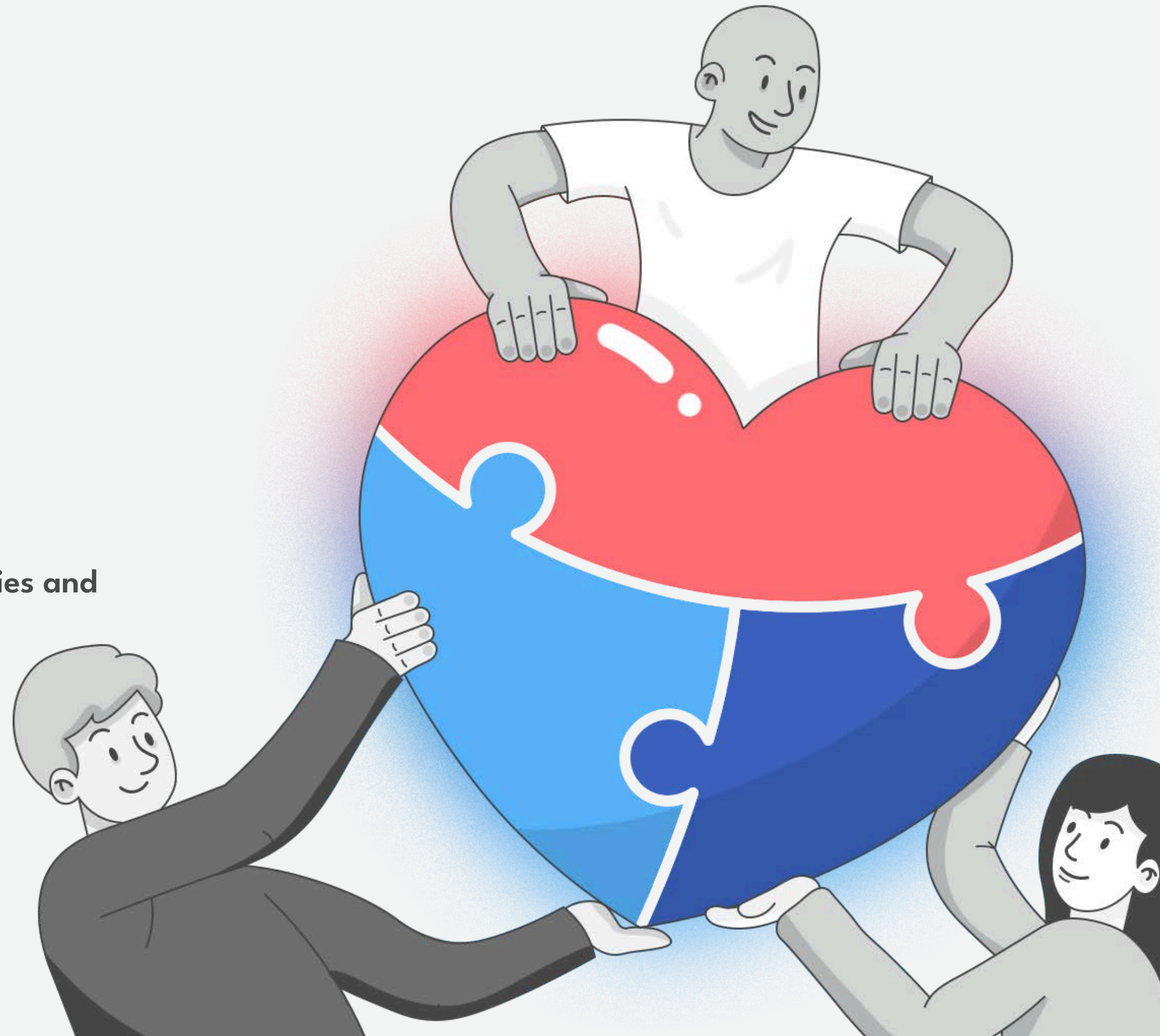


# SOCIAL VALUE IMPACT 2025.

Showcasing Our Positive Impact on Communities and  
Workforce.



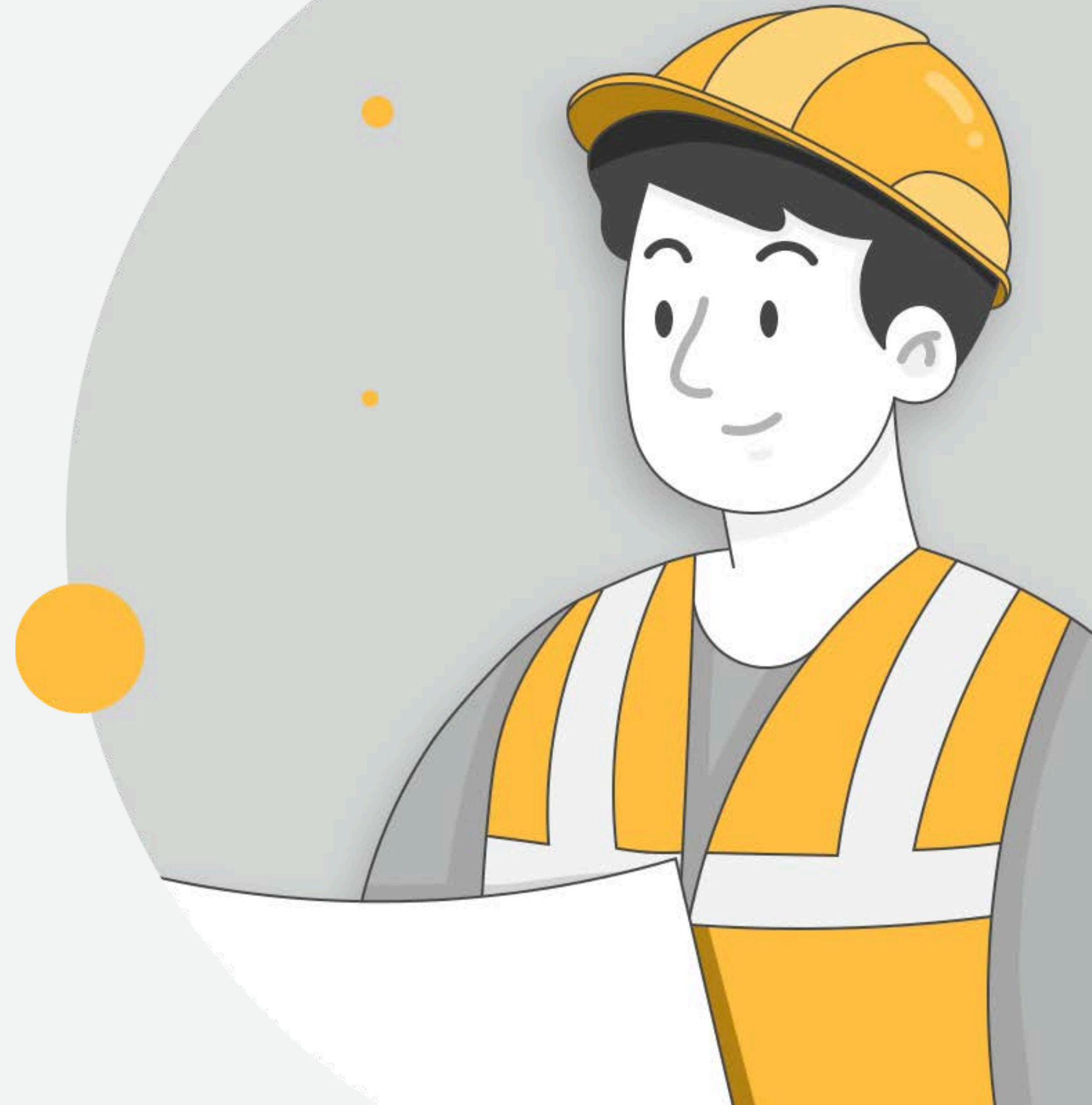
## ABOUT CAVAL.

Caval is a market-leading construction recruitment specialist, achieving year-on-year growth since its inception.

In June 2023, we established the Social Value Team to address the business impact of social value and improve our client offering.

An initial review revealed that we were already creating social value, however, we identified the need to report figures and improve documentation.

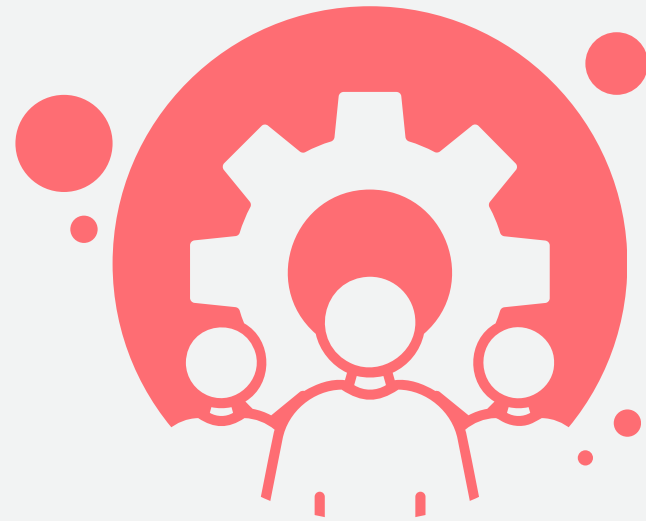
Following this, we established core values across the business and strengthened engagement with local communities. Today, these values drive social value commitment throughout Caval.





# CORE VALUES.

Every decision and endeavour is underpinned by Caval's commitment to three key areas:



## ECONOMIC.

We will be a diverse employer for the people in our local communities.

We are dedicated to building an inclusive workplace that reflects the diversity of our local communities. By valuing different perspectives, we contribute to a more vibrant and equitable future.



## SOCIAL.

We will work with our partners to support under-represented groups.

Our focus is on building strong collaborations to uplift the under-represented groups. We aim to support vital initiatives and create lasting positive change by aligning with trusted partners and charities.



## ENVIRONMENTAL.

We will work towards more sustainable practices.

Our goal is to reduce our environmental impact and promote sustainability. By improving our processes and prioritising eco-friendly solutions, we aim to contribute to a healthier planet.

## HARD TO REACH GROUPS.

In 2025, we focused on supporting four key 'Hard to Reach' groups. The next few slides will discuss how we delivered this and the overall social impact that it created.



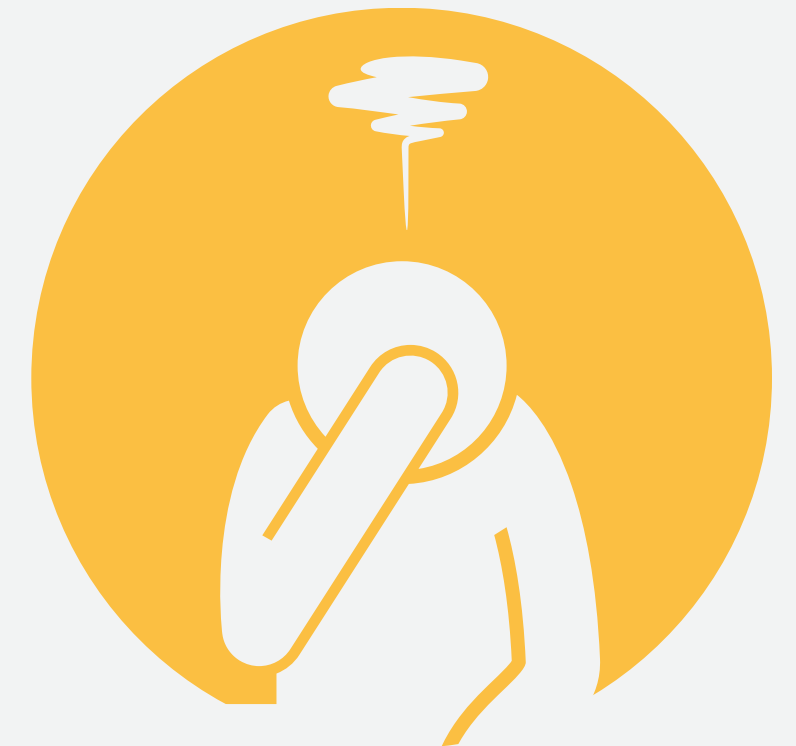
**LONG-TERM  
UNEMPLOYED.**



**EX-OFFENDERS.**



**STUDENTS &  
YOUNG PEOPLE.**



**PEOPLE IN  
SUBSTANCE  
RECOVERY.**

## HARD TO REACH GROUPS.

We are working with this group in the following ways:

**6** Employment Up-skilling Sessions Delivered.

**4** Supporting 'Building Lives Academy' Sessions.

**4** Event Preparation and Planning Sessions.

**3** Job Fairs Attended.





## **EX-OFFENDERS.**

We are working with this group in the following ways:

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**8** Employment Up-skilling Sessions Delivered.

---

**7** Job Fairs Attended.

---

**2** Mock Interview Sessions Conducted.

---

**2** CV Writing Workshops Delivered.

# STUDENTS.

How we supported them:

- 8** Mock Interview Sessions Conducted.
- 4** Employment Up-skilling Sessions Delivered.
- 3** T-Level Students Supported.
- 2** Job Fairs Attended.





## PEOPLE IN SUBSTANCE RECOVERY.

Our continuing support for this group:

- 8** Event Preparation and Planning Sessions.
- 5** Construction Workshops Hosted.
- 3** Expansions of Workshops to Other Areas of Yorkshire.
- 2** People Placed in Employment.



## THE CAVAL FOUNDATION.

The Caval Foundation was established in 2021 in order to raise awareness and funds for eight charitable organisations. Each charity was chosen by members of our team.



Since its establishment, the foundation has raised over **£20,000.**



THE  
**CAVAL  
FOUNDATION**  
Supporting charities close to our heart.



# WHO ARE OUR ENGAGEMENT PARTNERS?

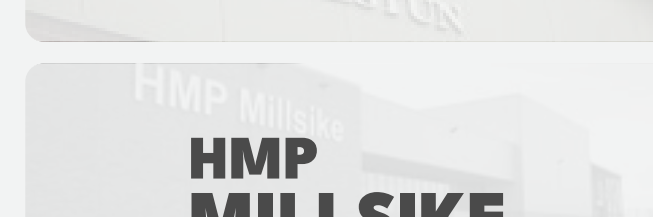
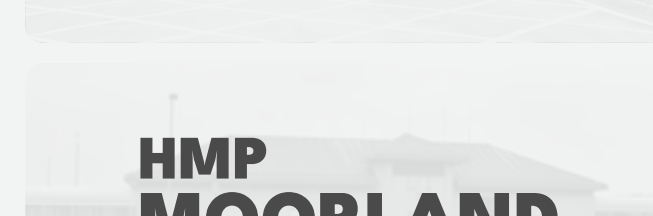
## SCHOOLS/ COLLEGES



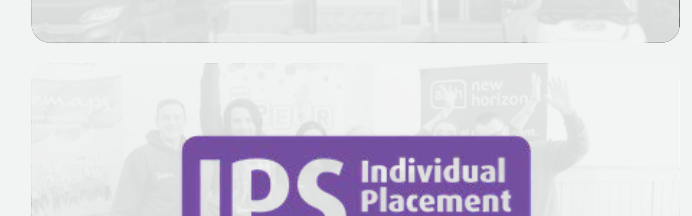
## CLIENTS



## PRISONS



## STRATEGIC PARTNERS





# WHO ARE OUR ENGAGEMENT PARTNERS? CLIENTS

Caddick

Wates

GallifordTry

WILLMOTT DIXON

Balfour Beatty

## WILLMOTT DIXON

### Case Study: Willmott Dixon

In 2025 we supported Willmott Dixon in a number of events, but specifically in their Building Lives Academy.

This where we held various sessions in conjunction with the DWP to help get people back into work...with some success!

At an event in Dewsbury we had 10 long term unemployed people attend from various previous occupations. Over a 2 week period that included classroom sessions and a site visit these people grew in confidence and ability to move towards getting their feet on the first rung of the ladder, back into work.

At the end of the course 3 people had received offers of jobs, and others were confident of progressing towards that goal!



# WHO ARE OUR ENGAGEMENT PARTNERS? CLIENTS

Caddick

Wates

GallifordTry

WILLMOTT DIXON

Balfour Beatty

**Caddick**  
Construction.

## Case Study: Caddick Construction

Caval have supported Caddick over many years and 2025 was no different.

In Yorkshire and the North East we have delivered upskilling sessions and job fairs in prisons, getting offenders 'job ready' for their release back into the communities. We have also supported their schools and colleges programme engaging in mock interviews and CV writing in readiness for their next steps toward employment.

In the North West region we have worked closely with Caddick to support their Apprenticeship Day and also to assist with the delivery of community projects. In addition to this we have also run a number of upskilling sessions for prisons in the North West.



# WHO ARE OUR ENGAGEMENT PARTNERS? SCHOOLS / COLLEGES

In 2025 we have continued our work with schools and colleges, providing upskilling sessions on personal branding, building confidence and CV writing. We have also attended mock interview sessions for schools, covering all age groups. The schools really appreciate the time taken to get young people talking to people in adult situations





# WHO ARE OUR ENGAGEMENT PARTNERS? STRATEGIC PARTNERS



## Case Study: Forward Leeds

We have been in partnership with Forward Leeds for over 2 years and have built a great working relationship and support for this excellent organisation.

The organisation is concerned with supporting people who have had issues with drug and alcohol abuse, back into employment.

We now run interview sessions for prospective candidates who are “job ready” and register them for work in their local areas...with some success!



# WHO ARE OUR ENGAGEMENT PARTNERS? PRISONS

## Case Study: HMP Moorland

Caval has been involved in the rehabilitation of offenders for over two years now. We often work in conjunction with our client partners, notably Galliford Try and Willmott Dixon to deliver job Fairs, Mock Interviews and Upskilling Sessions to make sure that the offenders are “job ready” on their release. Everybody deserves a second chance and Caval and our client partners work closely together to deliver.





# WHAT DID WE DO?



**CHARITY  
EVENTS.**



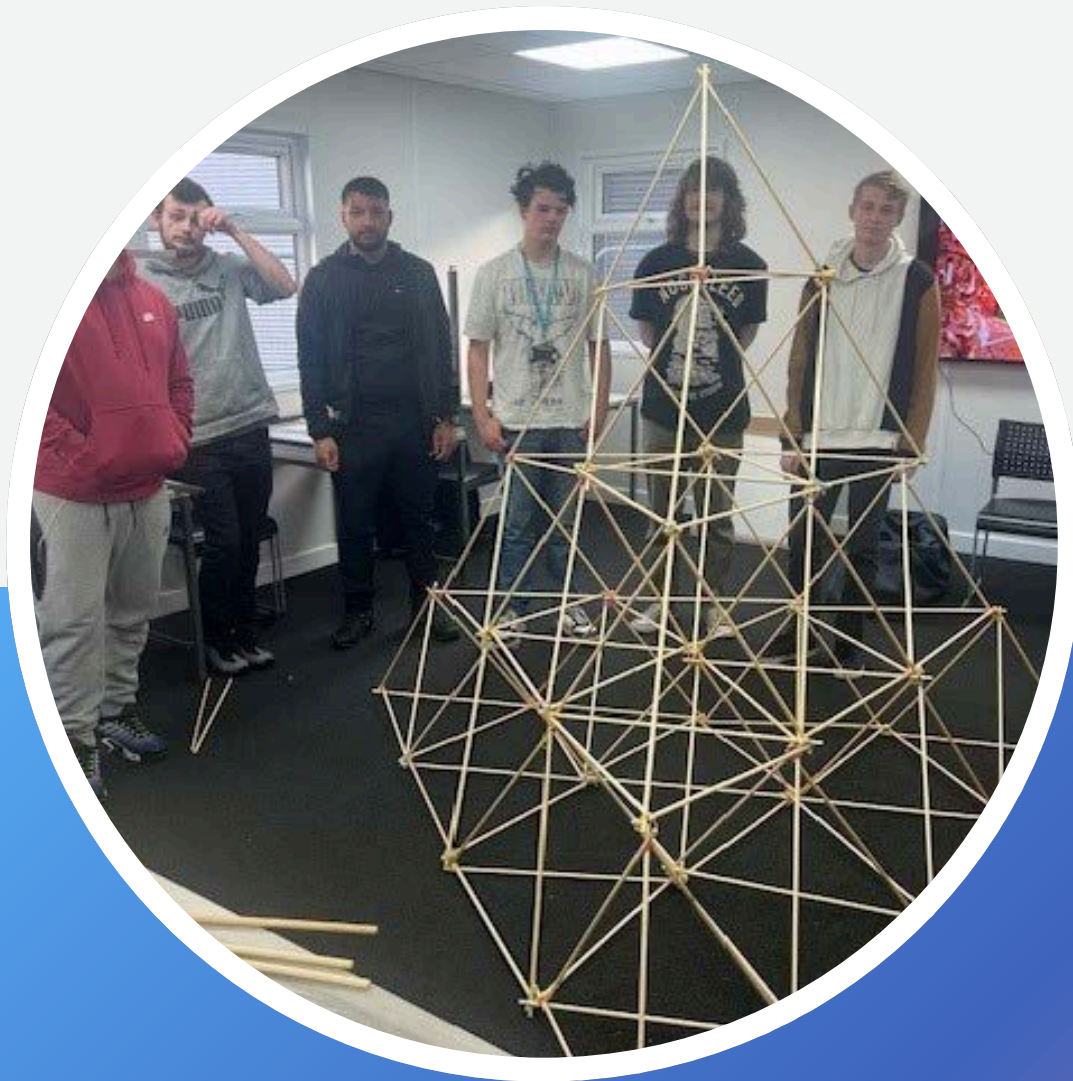
**MOCK  
INTERVIEWS.**



**UPSKILLING  
SESSIONS.**



## WHAT DID WE DO?



**BUILDING LIVES  
ACADEMIES.**



**CAREER  
EVENTS.**

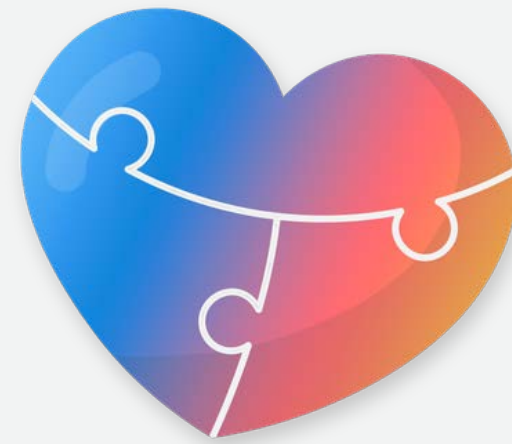


**JOB  
FAIRS.**

## WHAT ARE OUR IMPACT GOALS FOR 2026?



Through client engagement, ensure we maximise outcomes.



A “whole company” approach to delivery.



Provide a platform for our strategic partners to realise opportunities.

**MAKE 2026 OUR MOST INVOLVED PARTNERSHIP WITH SOCIAL VALUE DELIVERY.**



## TOTAL SOCIAL VALUE CREATED.

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£25,553,605

## TOTAL FTE CREATED.

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654.57

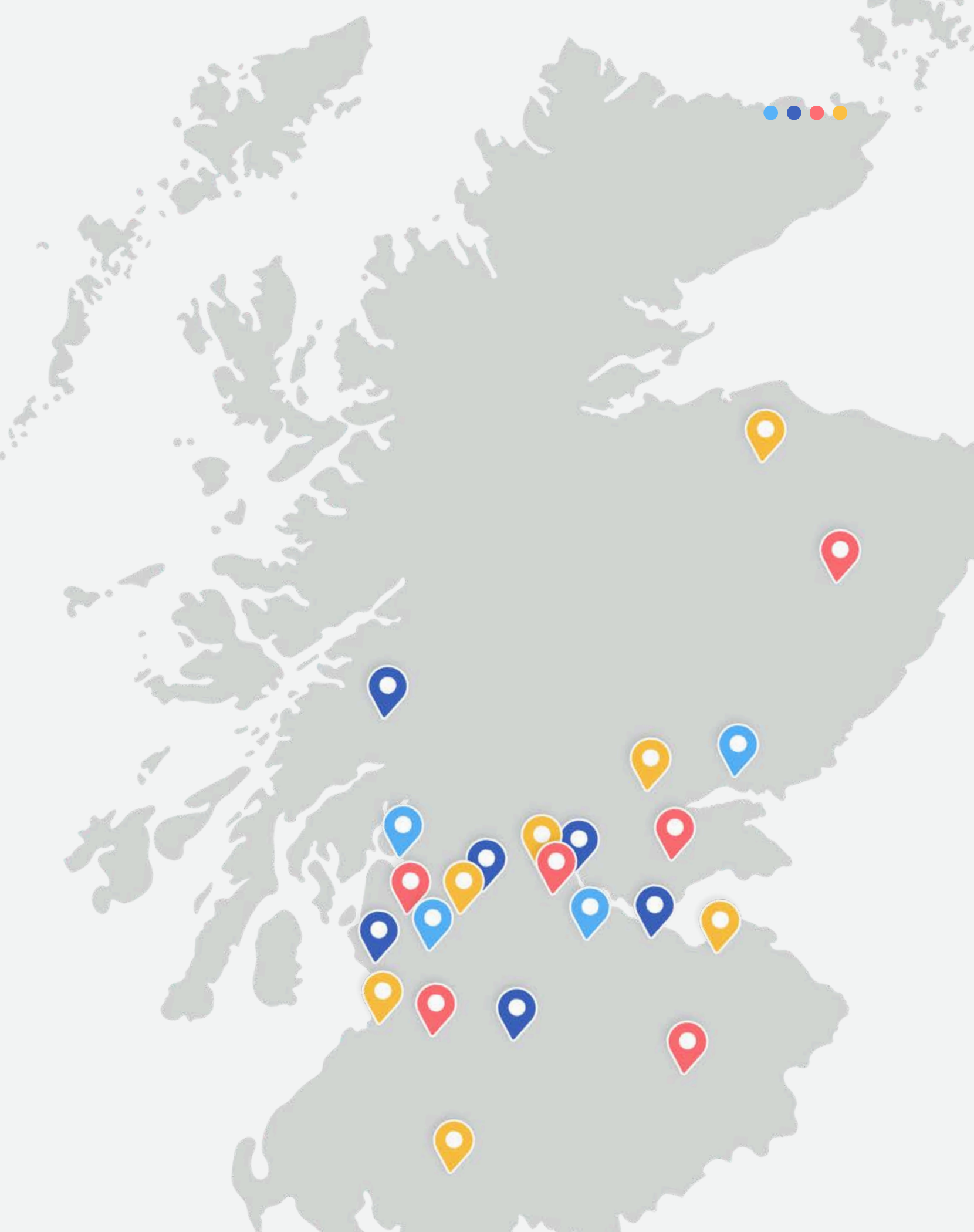
# SOCIAL VALUE CREATED: SCOTLAND.

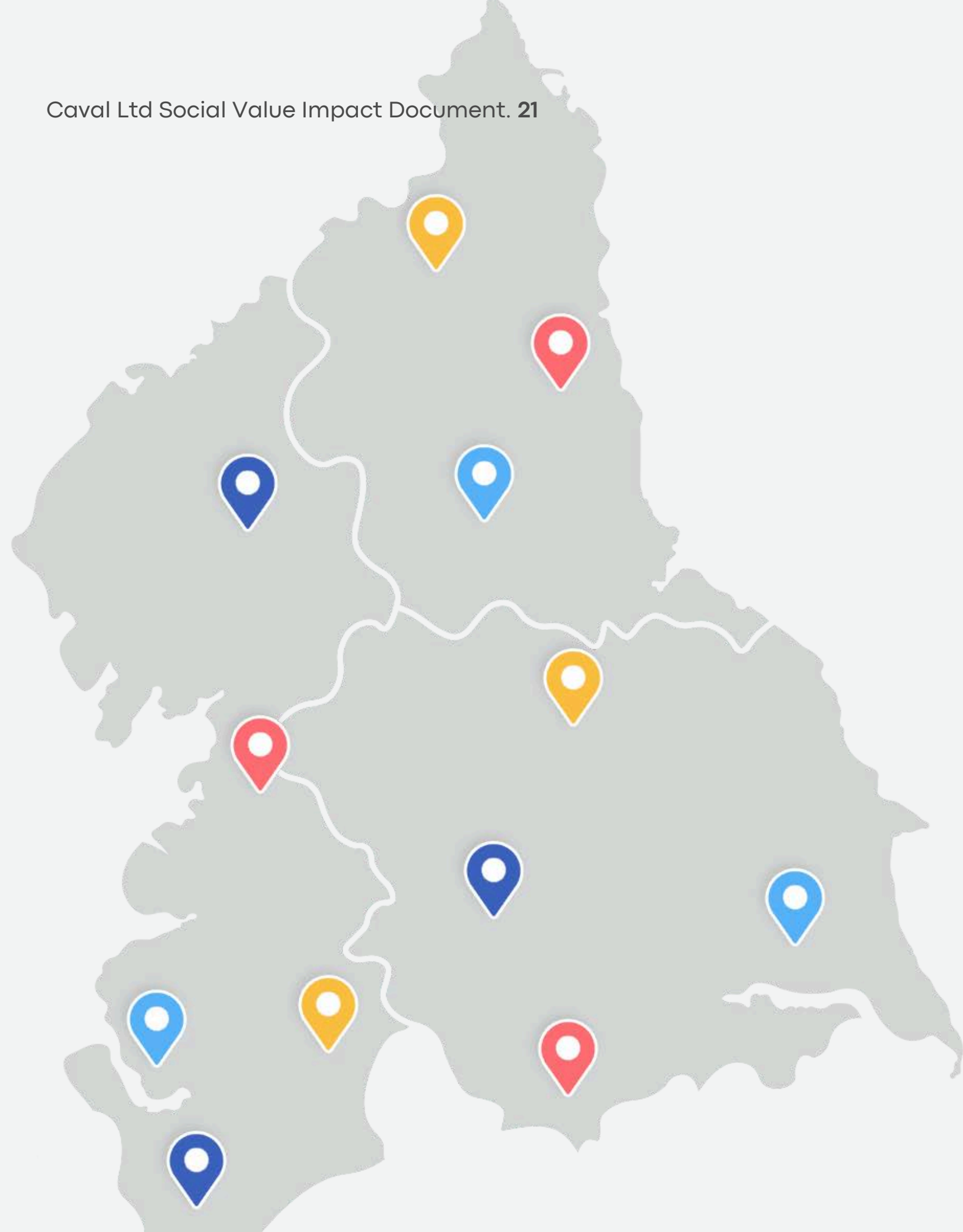
Edinburgh:	£441,614.61	West Lothian:	£102,487.70
Glasgow:	£415,995.27	Inverclyde:	£97,813.34
North Lanarkshire:	£244,059.44	South Lanarkshire:	£88,916.95
Dumfries & Galloway:	£211,204.74	North Ayrshire:	£86,017.18
Fife:	£206,925.47	Midlothian:	£76,867.42
Scottish Borders:	£179,327.90	East Renfrewshire:	£41,216.18
Falkirk:	£170,632.34	Argyll and Bute:	£40,990.95
East Lothian:	£168,436.39	Moray:	£39,212.61
Dundee:	£151,262.05	Aberdeenshire:	£36,059.46
East Ayrshire:	£138,213.08	Perth & Kinross:	£31,062.28
Clackmannanshire:	£120,174.43	West Dunbarton:	£27,167.77
Renfrewshire:	£116,309.94	East Dunbarton:	£8,427.17
South Ayrshire:	£112,875.26	Stirling:	£4,832.95

**TOTAL: £3,358,102.88 SV CREATED**



[See the full map here](#)





## SOCIAL VALUE CREATED: THE NORTH.

West Yorkshire:	£6,464,563.39
Greater Manchester:	£5,069,036.41
South Yorkshire:	£2,084,285.82
East Yorkshire:	£1,490,768.97
North Yorkshire:	£1,128,282.47
Merseyside:	£786,066.22
Lancashire:	£546,958.91
Cheshire:	£376,221.47
Count Durham:	£184,524.97
Northumberland:	£96,019.99
Tyne and Wear:	£69,505.37
Cumbria:	£43,881.34

**TOTAL: £18,340,115.11 SV CREATED**

[See the full map here](#)





## SOCIAL VALUE CREATED: MIDLANDS.

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Lincolnshire:	£671,050.38
Nottinghamshire:	£420,489.44
West Midlands:	£393,826.56
Derbyshire:	£197,935.24
Staffordshire:	£120,745.00
Leicestershire:	£100,516.04
Northamptonshire:	£94,016.42
Shropshire:	£72,747.68
Warwickshire:	£54,286.73
Herefordshire:	£34,525.12
Worcestershire:	£25,656.88

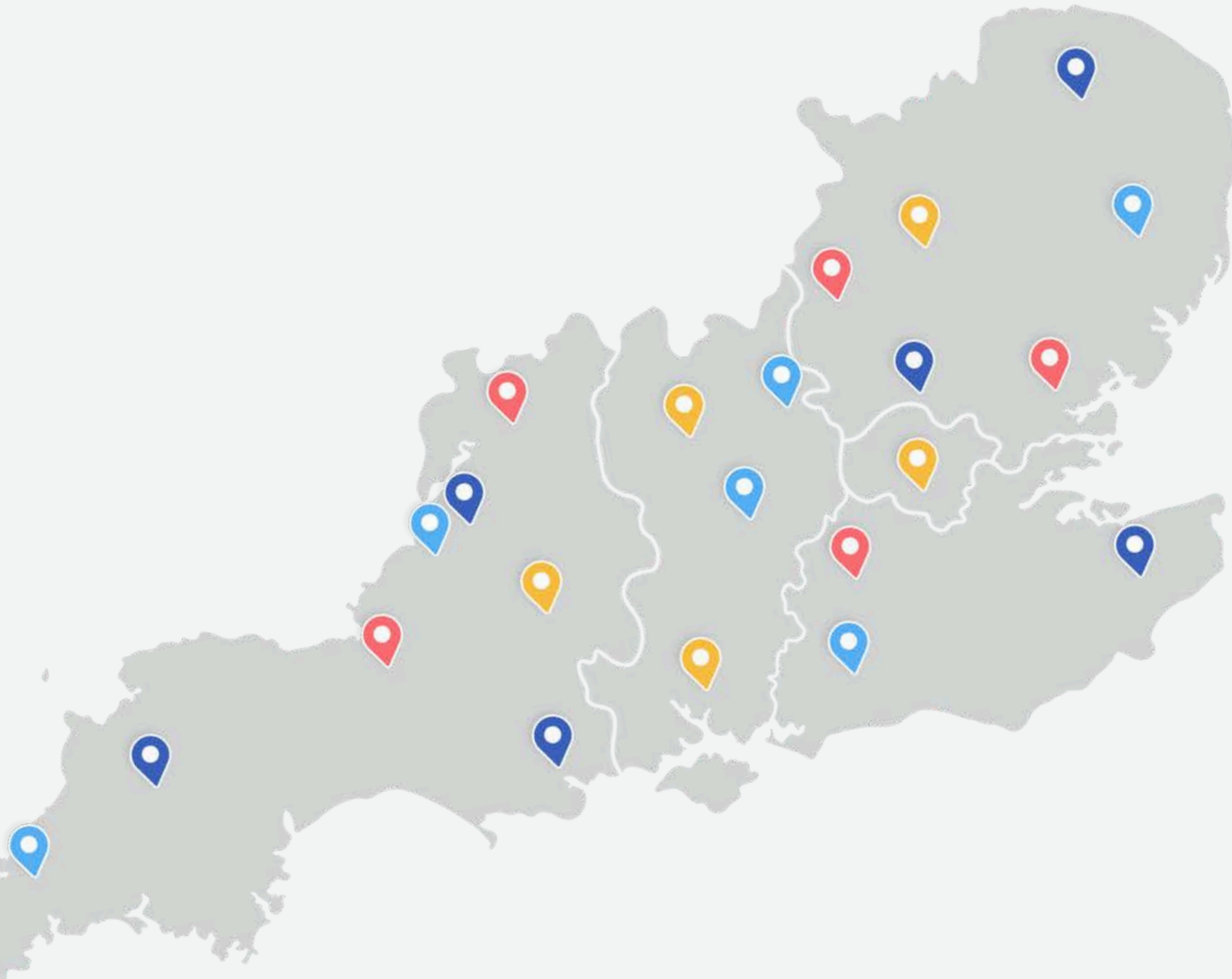
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**TOTAL: £2,185,795.49 SV CREATED**



[See the full map here](#)





## SOCIAL VALUE CREATED: THE SOUTH.

Greater London:	£437,926.55	Oxfordshire:	£21,227.46
Devon	£115,270.16	Hertfordshire:	£17,084.25
Buckinghamshire:	£82,109.53	Berkshire:	£14,869.54
Kent:	£55,549.87	Bristol:	£14,306.48
Hampshire:	£52,012.90	Gloucestershire:	£8,558.55
Suffolk:	£49,108.43	Wiltshire:	£5,715.08
Essex:	£39,264.23	Somerset:	£4,302.74
Cambridgeshire:	£36,355.07	Cornwall:	£3,490.99
Norfolk:	£30,611.83	South Gloucestershire:	£2,289.79
Bedfordshire:	£25,863.34	East Sussex:	£2,158.41
Surrey:	£22,036.39	Dorset:	£975.98
Oxfordshire:	£21,227.46	West Sussex:	£563.06

**TOTAL: £1,062,878.09 SV CREATED**

[See the full map here](#)





## SOCIAL VALUE CREATED: WALES & IRELAND.

Powys:	14,226.71	Pembrokeshire:	900.90
Newport:	9,431.30	Monmouthshire:	506.76
Flintshire:	7,582.58	County Antrim:	431.68
Conwy:	6,916.28		
Denbighshire:	6,878.75		
Rhondda Cynon Taf:	5,170.79		
County Donegal:	4,241.74		
Cardiff:	3,556.68		
Bridgend	3,256.38		
Caerphilly:	2,364.86		
Vale of Glamorgan:	2,139.64		
Swansea:	1,764.26		
Gwynedd:	994.74		

**TOTAL: £70,364.05 SV CREATED**



[See the full map here](#)





**THANKYOU**