



Social Value Impact Report

2024

DRIVING PROGRESS WITH PURPOSE

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Foreword

I'm delighted to share our first **Social Value Impact Report** showcasing how Ridge has brought transformational economic, social and environmental benefit to communities in 2024.

Social value at Ridge is a journey of continuous progress driven by the Social Value function, our teams across the wider business and the national partnerships we've developed. Through the services we provide to our clients, we play a pivotal role in influencing how built environment projects shape the lives of the people who experience them. With that influence comes a responsibility to design, lead, and operate in ways which deliver lasting benefit for society. We are in the early stages of our journey but already making great

progress as we weave social value into the fabric of our business.

The work we do is ingrained in my professional values. Throughout my career, I have seen how the decisions made by businesses large and small, directly influence the opportunities available to individuals, the resilience of communities, and the sustainability of our environment.

I'm incredibly proud of the progress we've made and of the commitment shown by our people, clients, and partners, whose collaboration has been vital to our success. While much has been achieved, the challenges of climate change, social inequality, and economic uncertainty demand that businesses **lead with purpose.**

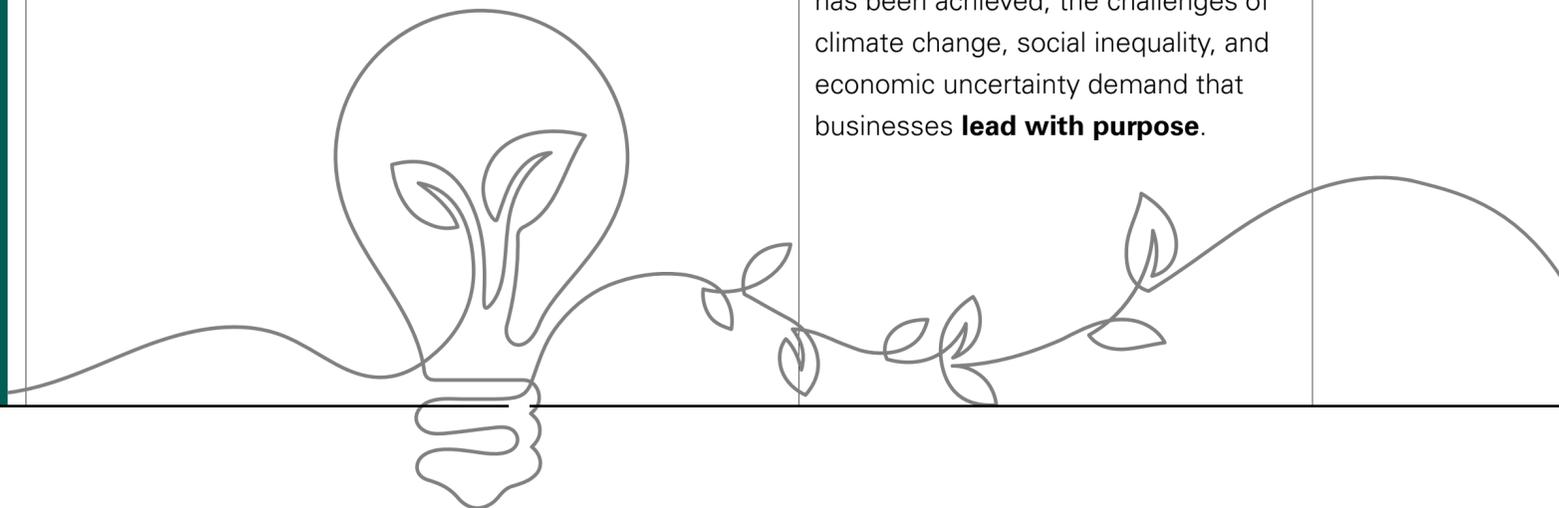


Social value should be seen not as a compliance exercise, but through a lens of opportunity, to unlock potential, empower communities, and shape a more equitable future. For example skills shortages, particularly in building surveying and cost management, pose a tangible risk to our future capability. By investing in the next generation, through school engagement, we not only safeguard a resilient talent pipeline but also create career pathways, build local capacity, and foster inclusive economic growth in the communities we serve. I look forward to collaborating with our People team to expand T-Level placements across more projects and launch our high impact school engagement programme later this year.

Above all, we remain committed to learning, evolving, and continually raising the bar in how we deliver, measure, and maximise our impact.

I'm excited by the journey ahead as we work to **redefine excellence in the built environment.**

Lauren Bailey
Head of Social Value



Executive Summary

This report showcases the progress we have made and the impact we have had in delivering social value through our contracts and corporate initiatives during 2024. It describes our approach to delivery, our high impact programmes, a selection of our projects, key partnerships and a look ahead.



As consultants in the built environment sector, the social value we bring is not delivered by a static and separate function, but rather embedded within our projects. Each new commission brings fresh opportunities to generate transformational economic, social and environmental benefits. In 2024 we started 104 projects incorporating contractual social value programmes. Compliance and risk play an integral role in driving the social value function at Ridge, but our impact extends beyond these parameters and is becoming a reflection of how we operate as a responsible business.

Our approach is guided by four strategic social value pillars, ensuring our efforts align with UK policy objectives and

community needs. These pillars, underpinned by a theory of change, drive our commitment to meaningful and measurable social value outcomes.

Our Challenges

Though proud of our progress and the successes we've had, we recognise the need to continuously review and refine our approach to delivery and have taken proactive steps to overcome several systemic challenges:

Data collection

Consistently capturing high quality data remains a key challenge. Social value deliverables are often defined by client priorities, their own metrics and reporting





frameworks. Though we work closely with project teams to understand and record all value created, some activities are occasionally under- or inaccurately- recorded due to differing levels of awareness or resource constraints.

Applying a Theory of Change model requires detailed understanding of the demographics and geographies of beneficiaries. We recognise the need to strengthen our data collection methodologies and evidence base and have therefore streamlined social value metrics under each of our strategic pillars to improve consistency and clarity. Where appropriate, we apply our high-impact, scalable programmes that align with our expertise and offer measurable outcomes. We are investing in training and

tools to improve data literacy, project reporting practices, and understanding across the business as part of a wider ESG strategic initiative.

These improvements are helping us capture the full scope of social value delivered and lay the foundations for more robust and comparable reporting in future impact assessments.

Balancing quantitative and qualitative impact reporting

Recognising that numerical data alone cannot fully convey the depth of our work, we have adopted a mixed-method approach, combining key performance metrics with case studies, testimonials, and lived experiences. This approach not only enhances transparency but also informs continuous improvement by identifying where interventions deliver the greatest long-term value.

Embedding transformational social value in a project-based business model

We have strengthened our internal processes to embed social value at bid stage, ensuring it shapes project scope, informs partnership development, and responds to the socio-economic context of communities where we work. This enables us to address local needs, avoid duplication and build lasting capacity.

We have also introduced legacy-focused initiatives to ensure that impact extends beyond project completion. These initiatives include a pre-employability programme tailored toward consultancy careers within the built environment, an accredited climate excellence workshop and a school engagement programme.



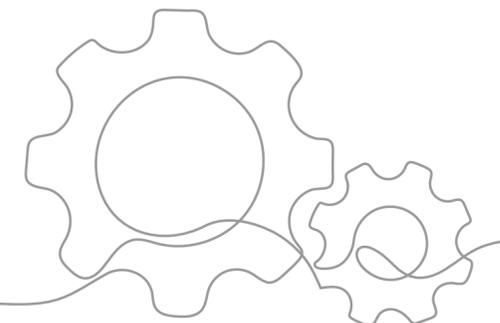
Above A team of volunteers from our Leeds office supported local environmental enhancements.

Post project tracking has commenced across selected programmes, with the ambition to implement exit strategies and final impact reports to support local stakeholder and community ownership over the long term.

Engaging the supply chain

We acknowledge the challenge of aligning supply chain partners with our social value ambitions. In response, we piloted a responsible procurement initiative for our recruitment PSL, demonstrating our commitment to inclusive and ethical procurement. Building on this, the development of a Responsible Procurement Strategy is a business priority for the year ahead.

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We apply our high-impact, scalable programmes that align with our expertise and offer measurable outcomes



Culture as a catalyst for social value



At Ridge, our culture is our greatest differentiator—and our people are at the heart of it. Their passion and shared sense of purpose not only drive the success of our projects, but also the lasting social and environmental impact we're proud to deliver.

Being recognised as a Great Place to Work in 2024 was a proud moment for all of us. It affirmed the culture we've

built—one where wellbeing is prioritised, inclusion is championed, and everyone has the chance to grow.

From EVOLVE and ELEVATE to our first managed T-Level placement, we're actively investing in future talent. This brings fresh thinking, diverse perspectives and strong local community connections into our work. We're equally proud to offer



participants from Ridge Next Chapters—our pre-employability programme—the opportunity to apply for live roles.

At the same time, our focus on wellbeing and continuous learning helps us build resilient, high-performing teams. Teams equipped to meet complex client needs with professionalism and integrity.

Most importantly, our commitment to people and culture amplifies our social value. When we help our colleagues thrive, we deliver stronger outcomes for clients—and extend our impact far beyond individual projects. Together, we're shaping a more inclusive, equitable and sustainable built environment.

Looking ahead, I'm proud to champion a people strategy that puts purpose into practice—creating a workplace, and a sector, where everyone can excel.

Nicky Dixey
People Director

“
Our culture is our greatest differentiator—and our people are at the heart of it



Key highlights of 2024

*As measured and audited by Loop and using the National Social Value Standard.

Our initiatives helped to unlock social value totalling

£36.3 MILLION POUNDS*



We earned **Silver** in the Defence Employer Recognition Scheme

£60,000

donated to causes reflecting our four social value priorities by The Ridge Community Investment Fund



Our teams engaged in **6,548 CPD** learning hours



We pledged **£6,000** in donations, guaranteed interviews for graduate roles and **12 work experience placements** through the Care Leavers Covenant



We delivered over **80** work experience placements (77% to people under 25)

232

the number of people we supported through professional qualifications

We welcomed our first managed T Level industry placement



Our people gave back over **2,100 volunteering hours** across Ridge communities



We created **22p** of social, economic and environmental value for every **£1** of revenue



We achieved the Social Value Management Certificate, **Level 1**

We supported **OVER 80** apprentices across the business



We delivered **187 HOURS**

of in-person social value training for our people, empowering teams to embed impact across project lifecycles



We **WON** the **Building Awards Best Employer** and we achieved **Great Place to Work** certification

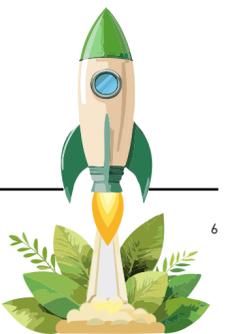


309 HOURS OF EDI training delivered, ensuring inclusive, empathetic engagement across the diverse communities we serve



We achieved **Gold Membership** of The 5% Club

We launched our **Climate Excellence Fund**



Our Approach

We define social value as:

“The net social, economic, and environmental value that our teams, partners, projects, and supply chain provide to the communities where our services are delivered.”

Our four interconnected strategic pillars are aligned to the UK Government’s Social Value Model and many of the **United Nations’ Sustainable Development Goals**.

We have applied a **Theory of Change** to build a hypothesis underpinning each strategic pillar. These direct our efforts and ensure every action creates meaningful, measurable outcomes.

Ridge Social Value Pillars



Environmental Stewardship

Sustainable by design, responsible by nature.



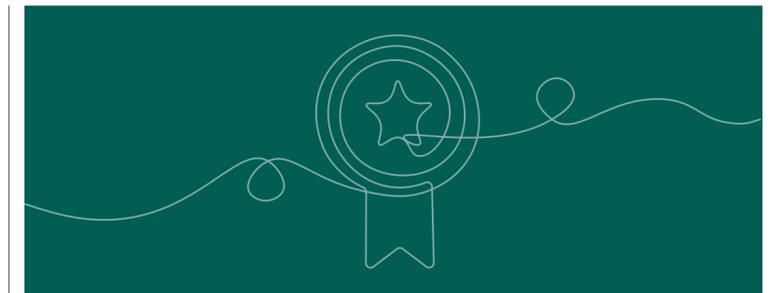
Equitable Economy

A force for inclusive growth.



Resilient Communities

Building social infrastructure and community wellbeing.



Responsible Business

Leading with integrity, delivering with purpose.

United Nations’ Sustainable Development Goals



Delivery and impact

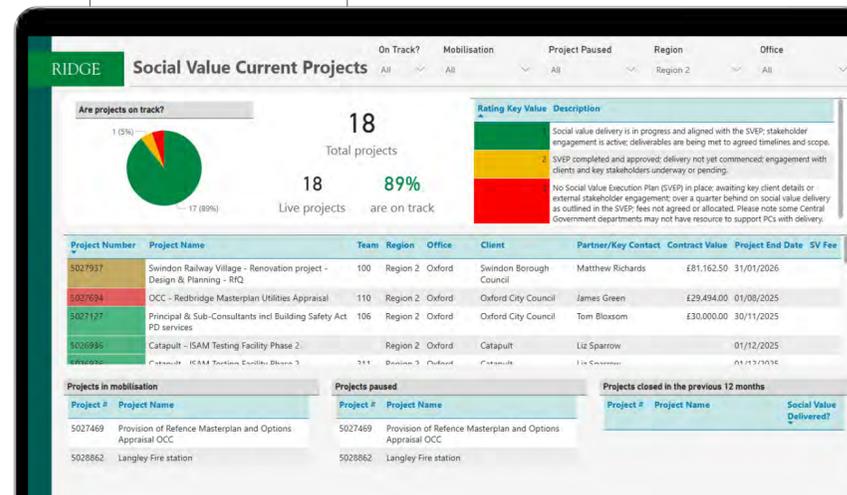
Our social value management procedures are aligned with the principles set out by the UK Institute for Social Value.

In 2024, we achieved the Social Value Management Certificate, Level 1 demonstrating our commitment to applying recognised industry standards to the monitoring and reporting of the social value we create. The social value delivery and monitoring processes we have developed and apply are also reflected in the British Standard for Social Value BS8950.



Through partnership with Loop and our use of their Social Value Calculator, Ridge has a consistent, proportionate and scalable logic to how we quantify social value outcomes within our proposals. This quantitative data is complemented by our extensive qualitative research. This mixed methodology not only captures the scale of change, but also delves into the experiences and mechanisms behind it, offering valuable insights in our drive to maximise social value for our clients, their customers and the communities where we live and work.

Live dashboards, overseen by the Strategic Social Value steering group and Equity Partners in each Ridge office, enable us to monitor and report the status of all our social value programmes internally and in real time.



Social Value Team



Steve Cooper
EP Sponsor



Lauren Bailey
Head of Social Value
Oxford



Laura Perry
Senior Social Value Consultant
Region 1 | Manchester



Stacey Brooke
Social Value Project Consultant
Region 2 | Birmingham



Simon Pearce
Senior Social Value Consultant
Region 3 | London



Maya Patel
Social Value Researcher
London



Charlotte Noble
Social Value Team Administrator
London



Rory Coltart
Apprentice Social Value
Project Coordinator | London



Sim Crowther
Social Value Copywriter
Oxford





Environmental Stewardship

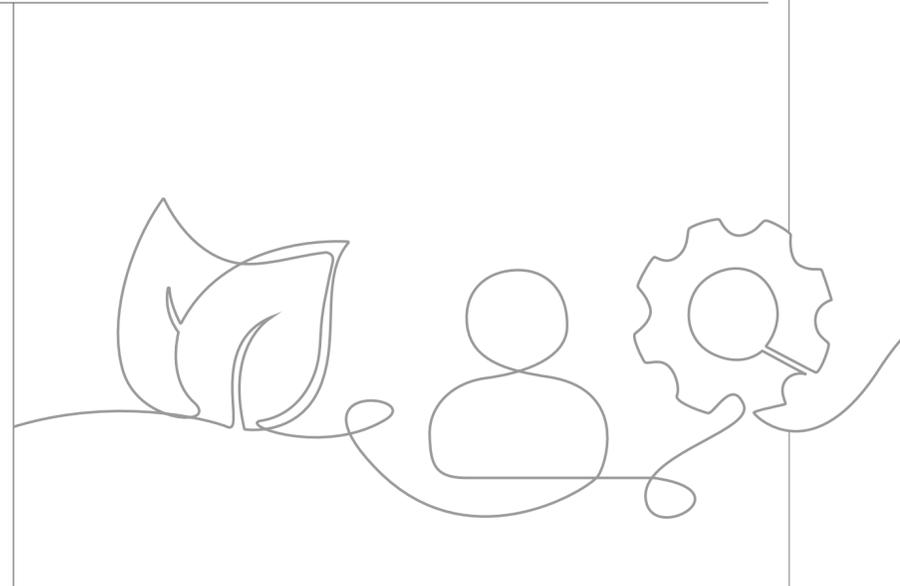
Sustainable by design, responsible by nature.



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Our commitments go beyond compliance - we use our influence to drive real change. We're learning, improving and helping clients hit environmental targets while creating local value through low-carbon solutions, jobs and skills.

Phil Kelly
Sustainability Partner | Ridge



We recognise that environmental stewardship is not just about compliance. If we are to play our part in meeting the challenges of climate change, environmental degradation and biodiversity loss, it is a responsibility that must be embedded in our business behaviours, decision-making, and operational practices. We are committed to reducing our environmental footprint, influencing and advocating for Net Zero Carbon solutions with clients, and integrating sustainability into all aspects of our projects and business operations.

Our Theory of Change

By embedding sustainability across our operations, projects and supply chain, we cut carbon emissions, boost resource efficiency and enhance biodiversity- helping to create a built environment that is climate-resilient and regenerative.



Net Zero in action

We are committed to embedding our Net Zero strategy at project level to generate lasting social, economic, and environmental benefit.

Our Carbon Reduction Plan (2024) sets out a clear and measurable path towards Net Zero:

- **Achieving Net Zero Scope 1 & 2 carbon emissions intensity by 2035**, with a targeted annual reduction of 21kgCO₂e per FTE.
- **Achieving Net Zero Scope 3 Category 6 (Business Travel) emissions intensity by 2040**, with a targeted annual reduction of 71kgCO₂e per FTE.
- Collaborating with staff, clients and supply chain partners including MSMEs to **reduce remaining Scope 3 emissions in line with UK Government targets.**



Above Social Value Project Consultant, Stacey Brooke hosting Ridge Green Futures for female business leaders in Birmingham.

Driving change through partnership

To further this agenda in 2024, we launched our **Climate Excellence Fund** to invest in community-led climate resilience initiatives, prioritising partnerships with VCSEs and local enterprises. These projects will focus on areas such as retrofitting, climate education and helping communities build long-term resilience in the face of climate change threats.

Empowering through education

A cornerstone of our community offer is our Carbon Literacy Project-accredited programme, **Ridge Green Futures (RGF)**. This one-day workshop educates and empowers local communities to take action on climate change and consider sustainability in day-to-day decision-making. By extending

“

Participants really enjoyed the session and it was great to see such an energised Room engaging with the content. The Ridge team communicated complex ideas brilliantly

Ellen Jennings

Sustainability Team, Barnet Council

Carbon Literacy Project



and tailoring this programme to MSMEs and VCSEs, we also help local organisations understand their own environmental impact, access green opportunities and actively participate in the Net Zero transition.

We recently delivered RGF to residents in Barnet as part of a social value programme for a central government department. We also tailored RGF content to support female entrepreneurs and business leaders as part of recent commitments in Birmingham.

Embedding purpose from day one

Every new starter at Ridge hears about our social value intent and processes as part of their induction – The **‘Welcome to Ridge Day’** includes a community hackathon



Above ‘Welcome to Ridge’ social value hackathon winners. **L to R** Matt Jones, Mark Taylor, Amrin Majid, Jack Swaine, Robert Hanna. **Below** Participants in our RGF programme delivered in partnership with One Knowsley.

where teams pitch creative ideas for real-world impact. The winning team chooses a charity to receive a donation from our **Climate Excellence Fund**. In November 2024, that honour went to Wild Oxfordshire — a charity whose mission is to create a more biodiverse, resilient natural environment. More recently, our winning team directed their donation to TCV, a national charity devoted to connecting people and green spaces and delivering lasting outcomes for both.





We believe the built environment should be a catalyst for shared economic success- not just for today, but for the future. That’s why we’re committed to fostering a diverse and inclusive workforce, championing ethical procurement and investing in the skills that support meaningful, long-term opportunities across the sector.

“*The inclusivity of the programme screamed loud and clear... it inspired me so much that I would love to work within the Ridge organisation! I feel grateful to have been given this opportunity.*”

Ridge Next Chapters Participant

Our Theory of Change

Through inclusive employment practices, investment in skills and responsible procurement, we enhance workforce diversity, strengthen SMEs and social



Above and right Rory Coltart, Social Value Coordinator with some of our Ridge Next Chapters participants.



“*This experience has equipped me with valuable skills and built my confidence in a professional setting. I also had the opportunity to gain insight from industry professionals.*”

Samin Torabi
Work experience placement candidate

enterprises and drive economic resilience in support of an economy where opportunities are accessible, businesses thrive responsibly, and social mobility is improved.

Creating pathways to employment

We place people at the heart of everything we do, with comprehensive policies and accessible programmes designed to grow opportunity, identify future talent from the widest possible pool, bridge the gap between education and workplace and support individuals on their chosen career pathways.

Central to our support for economic opportunity is our high impact pre-employability programme - **Ridge Next Chapters**. As part of a multifaceted social value programme for National Museums Liverpool, Ridge Next Chapters was delivered for individuals being supported by the charity RISE in Liverpool. Through post-workshop mentoring and content comprising personal profile building, CV analysis, interview practise, career pathway presentations and sessions on workplace wellbeing, our programme aims to **support at least 20% of participants** into fulfilling, sustainable employment.

Work experience is a core part of our programmes, with **over 80 placements delivered in 2024**—77% of them

to people under 25. In London, Samin, a young female resident seeking a return to the workforce, completed a two-week placement as part of our commitments alongside Ridge project delivery for Westminster City Council.

Growing talent at every level

In 2024, we enhanced and relaunched our apprenticeship offer with **EVOLVE** and **ELEVATE** our graduate and degree apprenticeship programmes. We are currently supporting

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Achieving Gold Membership of The 5% Club is a significant milestone for Ridge. This recognition reinforces the positive impact of our investment in ‘earn and learn’ roles - both for us and the wider industry.

Victoria Deal
Head of Talent Acquisition | Ridge



80 apprentices across the business at all levels and from a wide range of educational and socio-economic backgrounds.

We also welcomed our first managed T-Level industry placement, linked to our work on the Varley Street SEND School project. This gave a 17-year-old student from Stockport hands-on experience across our Architecture, Project Management, Cost Management, Social Value, Civil Engineering and MEP teams in Manchester.

Our commitment to in-work learning and progression has been recognised with **Gold Membership of The 5% Club**, reflecting our pledge to ensure at least 5% of our workforce is in ‘earn and learn’ positions at all times.

Championing inclusive employment

Ridge has a commitment to the **Armed Forces Covenant** stretching back more than 20 years. A significant number of ex-service personnel are valued members of our project teams. In 2024 we were awarded Silver in the Defence Employer Recognition Scheme.



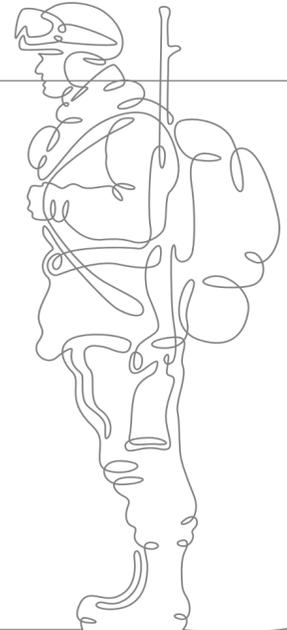
We prioritise support and opportunities for young adults leaving care under our commitment to the **Care Leavers Covenant**. In 2023-4, we committed to an annual donation of £6,000 to care leaver charities across the UK, guaranteed interviews for graduate roles and 12 two-week work experience placements nationwide.

As part of our programme for Oxford City Council, we recently donated laptops for Oxfordshire care leavers to mitigate the costs of further study and job-seeking.

“

The value that serving personnel, reservists, veterans and their families bring to Ridge is immeasurable. Achieving the Silver award reflects our commitment to being a truly forces-friendly employer.

Chris Taylor
Partner Defence and Security | Ridge





Resilient Communities

Building social infrastructure and community wellbeing.

We believe our responsibilities extend far beyond the simple delivery of projects. Ridge helps shape vibrant, inclusive and resilient communities close to our offices and wherever our services are commissioned. We actively support initiatives that enhance local infrastructure, improve public spaces and empower individuals through education and mentoring.

Our Theory of Change

By investing our time and resources in local skills development and social infrastructure projects, we enhance community resilience and create long-term, socio-economic benefits. Ensuring that our projects deliver meaningful social impact leads to greater community cohesion and improved financial, physical and mental wellbeing for all.



Community investment in action

In 2024, donations totalling £60,000 from the Ridge Community Investment Fund supported a multitude of charitable causes and projects aimed at building the resilience and cohesion of communities where we live and work. These supported both project-linked initiatives and employee-led efforts, from Office Charity partnerships to causes close to our people's hearts.

Volunteering that makes a difference

Our Environmental and Social Value Champions help coordinate and drive volunteering opportunities across Ridge, with over 2,100 hours donated by staff to local and project-related causes. These efforts not only benefit communities- they also boost staff wellbeing and connection.

Above Ridge volunteers supporting 'Little Wild Things' in Oxfordshire. **Right** Ridge teams enhancing community spaces and outdoor education facilities in Stockport and Birmingham.

Volunteering Highlights

Smithfield Project

Our Ridge team of ten staff provided over 50 hours of voluntary time to support site enhancements and equipment refurbishments at **Newlands Bishop Farm, Solihull**. This working farm offers a supportive environment for people with learning disabilities and mental health conditions to learn skills through work-based learning. The confidence, social skills, and employability of service users are enhanced through various activities such as gardening, animal care and catering.

Stockport Council Projects

Our Ridge Project Management team of 4 staff fulfilled a commitment of more than **14 hours of volunteer time** supporting enhancements to Woodbank Park and improving the community's access to local green space. The team's work comprised undergrowth clearance, pathway reinstatement works and litter picking.



“*Just wanted to say a big thank you to you and your team that joined us, all of you were amazing!*”

Newlands Bishop Farm





Responsible Business

Leading with integrity, delivering with purpose.

Responsible business conduct is at the core of how we operate. **Strong governance, transparency and ethical leadership** ensure we create long-term value for our people, our clients, and communities.

Our Theory of Change

We believe responsible business is both a driver and enabler of social value. By embedding ethical, inclusive and transparent practices across our operations and supply chains- and equipping our people and partners to do the same, we will create long-term environmental, economic and social value for our clients and communities.

Action through leadership

After joining Business in the Community, we established a cross-functional **Responsible Business Steering Group** to guide our priorities and accelerate progress.



In 2024, we delivered **187 hours of dedicated social value training**, strengthening the ability of our teams to identify and embed value creation opportunities at every stage of the project lifecycle. Throughout 2025, we will scale this initiative across the wider business to strengthen our social value capabilities and impact.

Ridge has also delivered **309 hours of Equality, Diversity and Inclusion training**, ensuring that the people delivering our projects are equipped to work effectively and empathetically across diverse communities.

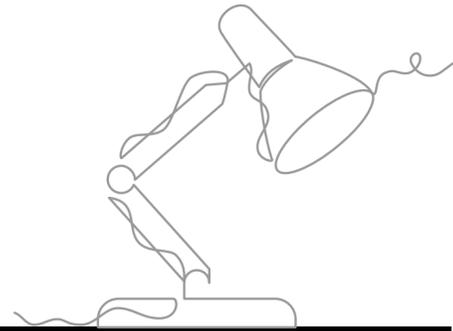
We piloted a responsible procurement initiative with our recruitment supply chain, laying the groundwork for a wider **Responsible Procurement Strategy** launching in 2025.

Supported and guided by our membership of Business In The Community, we created our Responsible Business Working Group to progress this agenda.

“

We will create long-term environmental, economic and social value for our clients and communities

Project spotlight



CLIENT

Stockport Metropolitan Borough Council

Projects

SMBC A34 Senior Project Manager, EdAMP Works, Turners Vaults and 18/19 Market Place.

In 2024, Ridge co-designed and delivered a significant social value programme in Stockport alongside a number of development projects.

“

The Next Chapters programme gave Stockport residents a safe space to build skills, confidence and connections. It's had a huge social impact, and the feedback has been incredibly positive.

Laura Graham

Social Value Project Officer Stockport Metropolitan Borough Council



Boosting employability

We delivered a three-day version of our high impact pre-employability programme, **Ridge Next Chapters** for six Stockport residents experiencing extreme workplace barriers. The course content and subsequent mentorship sessions resulted in 100% of attendees expressing improved confidence in their pathway back to employment. Since completing the programme, over 60% have secured sustainable employment.

Supporting healthier, green communities

Following our work on a new Stockport Cycle and Walkway, Ridge part-funded and co-produced a video to support healthier, more resilient Stockport communities and promote the safety and sustainability features of the Cycle and Walkway to local residents.

A second video produced by Ridge was created in support of **Stockport's Green Careers Week**. Designed to



educate and inspire the next generation of industry professionals, the video was shown widely across Stockport schools and colleges and showcased the career pathways of four Ridge colleagues from our Social Value, Sustainability and People Teams.

Inclusivity in construction

Ridge partnered with Women into Construction to host a ‘Diversity in Construction’ webinar for ten Stockport Council staff and their supply chain partners. The webinar sparked discussion and action planning around practical steps to attract women into key roles within the Council and across the sector.

Community impact in action

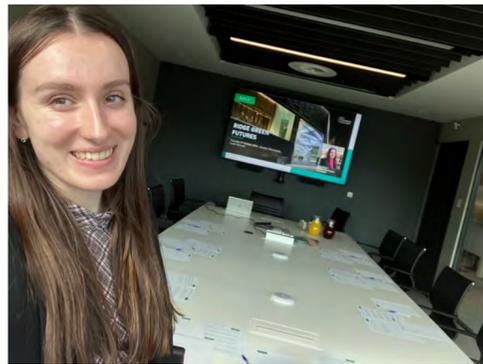
Four Ridge Project Management team members volunteered 14 hours to restore and improve access to Woodbank Park for the local community. Our Community Investment Fund granted £750 to Tithe Barn Primary School to fund much-needed play equipment and the refurbishment of an outdoor area for children with special educational needs.

Empowering climate action

In support of local Net Zero targets and careers, we partnered with the



Left Ridge volunteers enhancing Woodbank Park, Stockport.
Below Laura Perry, Senior Social Value Consultant ready to deliver Ridge Green Futures in partnership with GMYN.



“
Huge thanks for the warm welcome and all the resources you committed to this event. You’ve raised their aspirations and set them on a path to secure very good roles
Nil Ankrah
Senior Lecturer | Aston University

Greater Manchester Youth Network (GMYN) to deliver our carbon literacy programme, Ridge Green Futures for seven young people on GMYN’s Ready for Work Programme. Content was tailored to comprise carbon literacy and green careers support. Six out of seven participants reported improved understanding and two attendees are now considering careers in sustainability.

CLIENT
Aston University

Projects
Estates Capital Development (ECD)
Consultancy Services Framework

Ridge is continuing to develop a close partnership with Aston University. In 2024, alongside a wide range of development projects, we planned and delivered CPDs and careers support for the university’s academic staff and students.

Inspiring the next generation

In collaboration with senior lecturers in the School of Engineering, Ridge designed and delivered a ‘World of Work’ day to provide insight to industry and focused careers support for nine students undertaking engineering and construction-related courses. The event comprised panel



discussions and presentations from our discipline leads, guidance on CV writing and applications and hands-on challenges to bring the workplace to life. Every participant reported increased confidence and clarity about their career paths, four of them applied to our graduate apprenticeship scheme and two progressed to final interview stage.

Upskilling educators

We offered three CPD and upskilling sessions for university lecturers in engineering and construction to enhance and update their sector knowledge and support design and delivery of lectures and course



Top Luke Askill (Cost Management) offering career insight.
Above Multi-discipline panel discussion with Aston students.
Left Hands-on engineering challenges at our World of Work Day.

“
Social value is at the heart of our many projects for Aston University. In today’s rapidly evolving landscape, it’s no longer enough for projects to merely meet technical specifications and financial goals. We must also consider the broader impact our work has on society.

Matt Winn
Partner Project Management
Ridge



content. Having collaborated to understand their specific requirements, members of the Ridge Expert Hub hosted sessions for a total of 18 staff, covering current industry developments related to carbon reduction, sustainability and health and safety.



CLIENT
Hammersmith and Fulham Council

Project
 Stock Condition Surveys

Leaving a legacy

In 2023–24, Ridge delivered a comprehensive social value programme alongside stock condition surveys for the London Borough of Hammersmith and Fulham.

Initiatives included local recruitment, career guidance, **STEM engagements for young people**, and funding for community resilience and cohesion projects. The programme delivered **over £70,000 worth of social and economic value** for borough communities.

A key legacy of our programme was the offer of full-time employment to a resident of Hammersmith and Fulham. Ridge partnered with Shaw Trust, a leading employment charity to identify candidates seeking opportunities in our sector. Rory Coltart subsequently joined Ridge as the Social Value team’s Administrator.

We recognised Rory’s potential immediately and have guided him on his career journey. In 2024 he

“

I’ve felt supported from day one - learning from Ridge’s Social Value team and growing every day in a career I’ve developed a real passion for.”

Rory Coltart
 Apprentice Social Value Coordinator



shaw trust

embarked on a Level 4 Corporate Responsibility and Sustainability Practitioner apprenticeship supported by Ridge. This marked a significant step in Rory’s career as he broadened his experience and progressed into his new role as Social Value Coordinator.



CLIENT
Bristol City Council

Projects
 Stock Condition Surveys

As part of our ongoing stock condition survey project for Bristol City Council, we are delivering social value outcomes across all four of our strategic themes and in line with the Council’s priorities for its communities.

Supporting young people

Through partnership with Bristol Works, members of the Ridge Social Value team engaged with two south Bristol schools to support students unable to secure placements for Work Experience Week. In delivering two ‘Green Living Project’ workshops, Ridge brought a flavour of the workplace and insights to planning and sustainability disciplines for over 60 young people. Students were tasked with the design of a hypothetical new development with sustainability principles and client specifications for renewable energy.

Boosting local employment

Our stock condition survey project presented multiple opportunities for local recruitment, enabling us to offer employment to seven **local**



Above Bristol students working on the Green Living Project.

surveyors on an out-worker basis and providing 590 working days. Additionally, Ridge offered **workplace experience** with recruitment of a Bristol University student to support project administration on a part-time basis for 146 days. To further enhance our programme’s social value legacy, Ridge arranged a one-week work placement for a young Bristol resident interested in design consultancy.

Future commitments

In 2025, further commitments connected to this project will be

delivered under our **Responsible Business, Resilient Communities and Environmental Stewardship** themes. This will be in the form of £1,000 donations to five Bristol charities: **Feeding Bristol, Emmaus Bristol, Spear Bristol, 1625i, and Caring in Bristol**, targeting homelessness, unemployment and food/fuel poverty. Additionally, we will deliver our bespoke, expert-led **Green Skills workshop - Ridge Green Futures** for staff and users of services provided by the charity 1625i.

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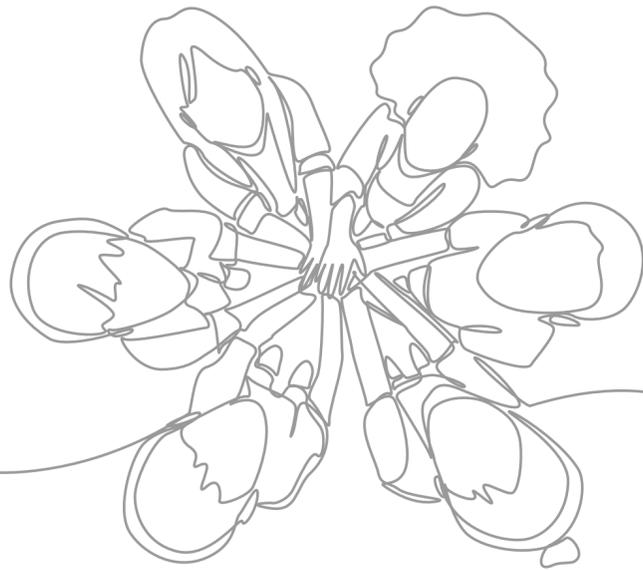
I just wanted to say a massive THANK YOU, it was honestly the highlight of the two days for me. The student you spoke to about an apprenticeship has been disengaged and struggling in school, and that conversation gave him such a boost!

Jess Lanham-Cook
 Project Coordinator | Bristol Works

Our People

Throughout 2024, the dedication and passion of our staff and their collaboration with Office Charity Partners delivered volunteer hours and fundraising support for multiple community projects and charitable causes across the country.

Here are just a few highlights from 2024 that show the power of people coming together for good.



LOOK DRAW BUILD @ Reading & Bristol

Engaging young people in architecture and engineering

ARCHI-adventure

200

Delivered by ARCHI-adventure, in partnership with Reading Civic Society

Awards programme funded by the Department of Science and Technology

The Farley Charity

Delivery Partners: Stantec, RIDGE, M, M, GWR, AZAIKER, WESTON + CO ARCHITECTS

Inspiring the next generation

'Look Draw Build'

Ridge Reading staff support 'Look Draw Build', an initiative delivered by ARCHI-adventure in partnership with Reading Civic Society. Ridge Equity Partner Steve Cooper was a recent member of this year's Judging Panel.

The competition tasks Year 5 and 6 pupils with designing a sustainable, accessible train station. Following a visit to Reading Railway Station, a guided tour and talk from GWR staff and a special train ride, Ridge volunteers offer advice to the children as they construct models using materials provided by The Ways and Means Trust. Our sponsorship helps raise awareness of career pathways in our sector and it's a wonderful way to spark interest in architecture, engineering and STEM subjects.

Above Ridge support for the 'Look Draw Build' project. Right Ridge supporting EY Foundation activities.

The EY Foundation

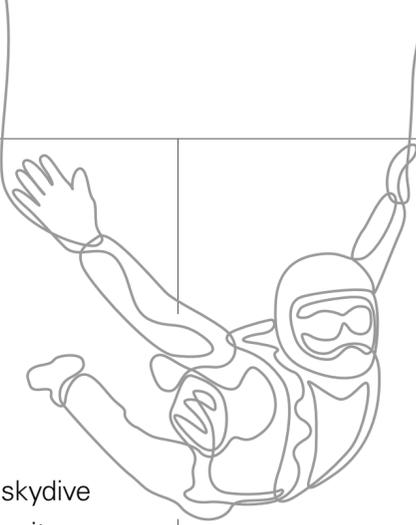
In 2024, 8 Ridge professionals have provided support for EY Foundation school and college engagements in Birmingham. EY exists to 'level the playing field' for young people from low-income backgrounds and provide them with opportunities to succeed and thrive. Ridge Equity Partner Ian Ravenhall recently offered insight and assistance to teams of young entrepreneurs tasked with a number of real-world business challenges.

“ Thank you for sharing your knowledge and expertise, you have not only inspired our young people but also equipped them with practical skills and insights they can carry forward into their careers. ”

Parvin Akhtar
EY Foundation



Other senior members of the Ridge team in Birmingham have provided expert guidance for career and curriculum engagements supporting children and young people between the ages of 13 and 24.



Raising funds, raising spirits

Mountbatten Hampshire

Ridge staff in our Winchester office undertook a skydive to raise money for Mountbatten Hampshire, a charity offering vital support for families and individuals dealing with end-of-life care and bereavement. Led by Nicky Robbins, the team of six raised over £2,907 and this was enhanced by £2,500 from the Ridge Community Investment Fund.

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The skydive was exhilarating and brilliant to do it for such a great charity which help so many people.

Ed Whitfield

Structural Engineering Apprentice | Ridge



Left Ridge Bristol host their annual charity quiz night in aid of OTR. Right Ridge Birmingham runners and the Ridge Oxford bake off in aid of Sobell House.

Community Give back: our offices in action



Off the Record

Ridge staff in Bristol hosted our 15th annual Charity Quiz in support of Off the Record (OTR), a charity offering mental health support for young Bristolians aged 11-25. With Ridge Partner, Greg Aston in the quizmaster's chair, 16 teams from companies across the city raised over £2,300 to enhance and extend the charity's work.

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Partnering with Ridge is making a huge impact at OTR. Your support has been incredible - raising both awareness and vital funds.

Leilah King

Business Development Manager | OTR Bristol



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It was a great challenge. And every step felt a little lighter knowing Ridge was matching our efforts.

Isla Cockings

Lead Bid Writer Birmingham | Ridge



Birmingham Children's Hospital Charity

In aid of the Birmingham Children's Hospital Charity, 16 Ridge runners took part in the Great Birmingham Run. Over 100,000 children are treated at Birmingham Children's Hospital each year, including some of those supported by our 2024 Birmingham Office Charity Partner, Molly Olly's Wishes. Ridge runners raised £1,588 which was matched by our Community Investment Fund for a total donation of £3,176.

Sobell House

Throughout 2024, Ridge staff in the Oxford office devised a range of fundraising events in support of Sobell House – an organisation devoted to caring for people with life-limiting illnesses across Oxfordshire. Events included bake-offs, Easter raffles, plant sales, themed dress-down days and other fundraising activities which raised well over £3,000.

Football for all

Ridge knows the vital importance of local sports clubs in strengthening community connections for children and their families. In 2024, our Community Investment Fund and office fundraising activities provided support to help youth teams survive and continue their important role in communities in London, Liverpool, Manchester and Leeds.

Purposeful partnerships

The local and national partnerships we have developed are vital to inform our practice and support the delivery of social value outcomes for communities and businesses around the country.



Business in the Community (BITC)

In 2024, Ridge became a member of BITC, the UK’s leading responsible business network. This strengthens our commitment to embedding ethical, inclusive and sustainable practices across our operations and supply chains. It enables us to benchmark progress, access expert guidance, and collaborate with peers to drive measurable impact through responsible business.



“We are delighted to have been working with Ridge for the past two years on their responsible business journey. Being part of Business in the Community, the King’s Responsible Business Network, signifies a strong commitment to taking action to become a more responsible and sustainable business. Not only that, it demonstrates Ridge’s intention to collaborate with, and learn from, a cross-sector of businesses and leaders, to take practical action, and mobilise their collective strength as a force for good. We look forward to continuing our partnership with Ridge, challenging them, and supporting their efforts to make a positive impact in communities and on the environment.”

David Houghton
England Director



Chapter One

Ridge is proud to partner with Chapter One, a national charity dedicated to improving early literacy among young children. As part of our social value programme in Tower Hamlets, colleagues have volunteered their time to support children’s reading development through weekly virtual reading sessions. To date, we have supported 10 children and offered over 60 hours of volunteer time.



“We’re thrilled to be marking our second year with Ridge volunteers at Thomas Buxton School. Their one-to-one support is helping children develop core reading skills, build confidence and fall in love with reading.”

Anna Ansted
Chapter One

Strategic national partnerships



Office charity partners 2024



Project delivery partnerships



Looking ahead



As Equity Partner sponsor of the social value function at Ridge, I am proud of the progress we have made in embedding **social value at the heart of our work** and I'm even more excited about what lies ahead. Social value is no longer just a contractual obligation; it's becoming a strategic driver, shaping how we think about impact across our projects, partnerships and the communities we serve.

As our ESG strategy continues to mature, social value remains central to how we measure and demonstrate long-term value- from the delivery of schools that inspire learning, to hospitals that enable care, and to homes that help communities thrive.

In the year ahead, we're committed to going further: deepening our impact, integrating social value more fully into

our projects, operations and supply chain and focusing on three key priorities. We will...

- 1 Strengthen** our support to clients - providing strategic insight and delivery expertise that enhances the social value of their investments and projects.
- 2 Develop** a Ridge Responsible Procurement Strategy aligned with our wider ESG ambitions and social value priorities.
- 3 Continue** to improve how we measure and report our impact, with greater focus on improved data collection, transparency, relevance and meaningful outcomes.

An initiative close to my heart will be the development and launch of our charitable foundation. This marks a

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As our ESG strategy continues to mature, social value remains central to how we measure and demonstrate long-term value

step change in our corporate giving agenda, creating new opportunities for long-term strategic partnerships with voluntary organisations and causes that matter.

Our overall approach will remain rooted in our core values: delivering with quality, solving challenges with ingenuity, working in true partnership,

and maintaining the aspiration to lead and learn as the social value agenda continues to evolve and mature.

Finally, I would like to thank the team for their continued commitment and expertise.

As we look to the future, social value will remain integral to how we **redefine excellence in the built environment** and to the positive, lasting impact we seek to make.

Steve Cooper
 Equity Partner



Certifications



This is to certify that **Ridge and Partners LLP** has successfully undergone a social value validation process conducted by Loop’s Research and Consulting team.

The validation process reviewed social value data from **Ridge and Partners LLP** project/activities within the period 2024. It included analysis and review of activities, inputs, and outcomes across multiple categories and metrics. In line with the National Social Value Standard (SVS) guidance.

By the end of the process all reviewed in-scope **Ridge and Partners LLP** data met the required criteria of accuracy and compliance.

Validated by: Will Campbell

Date of issue: 22.04.2025

Signed: *Will Campbell*

