

# Social Impact Report 2024



## Why the move to Thrive

To strengthen how we measure and communicate the value we create, we've moved to the Thrive platform, underpinned by the Impact Evaluation Standard. This new approach allows us to capture social impact in a more consistent, transparent, and nationally benchmarked way, giving us deeper insight into the outcomes of our work and helping us tell a clearer story about the difference we make.

### Important note on metrics and comparability:

As part of this shift, the metrics and financial proxies used to calculate social value have changed significantly. Thrive applies a new set of nationally benchmarked and evidence-based proxies, which means the figures in this year's report won't be directly comparable to those in previous years. While this may show different totals or categories of impact, it reflects a consistent and credible approach to valuation, giving us a clear understanding of where we're making the most difference and where we can grow.








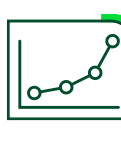


## Overview

This report looks at the social impact generated for society by Heidelberg Materials UK between January and December 2024.

**Our total social impact for 2024 is:**

**£149,946,965.72**

Our stated Social Impact has been established through the delivery of a range of different KPI's. The following demonstrates a select few of these:

	286 Hours of mock interviews, CV writing support and career advice		Over £1bn spent with Small medium enterprises (SME's) not included in proxy
	56,564 Hours of HSW training delivered		£204,000 of charitable donations
	2,104 volunteering hours recorded		183 Mental Health First Aiders trained
	2511 Apprentice weeks completed		3653 employees retained and jobs created


















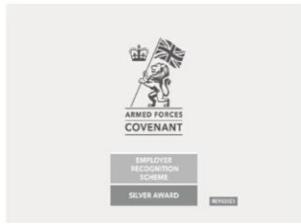
# Good news stories, why are these important?

Visibility is vital at Heidelberg Materials, It strengthens our brand, builds trust, and showcases the positive impact we make across communities, customers, and the construction industry.

By sharing our good news stories, we bring our 6C's, Customer Focus, Collaboration, Competence, Commitment, Communication, and Compliance to life.

These stories highlight how our people and projects embody these values every day, from sustainable innovations to community engagement.

Making our successes visible not only celebrates our achievements but also inspires confidence in our long-term vision and reinforces our role as a responsible, forward-thinking industry leaders

						
FAIR committee and NOW and LGBT+ networks	Hydrogen trial	6th Quarry Life Awardlaunched	Heidelberg Materials UK wins Volunteer Growth Award	Sowing the SEED of health and wellbeing	Lord Callanan visits Padeswood to learn about our net zero plans	Look out for our colourful new cement tanker
						
Reaching the highest standard for work-based training	Quarry tale wins story-writing competition	Updated UK sustainability commitments for 2030 and beyond	Fighting sexual harassment in the workplace	Addressing the gender pay gap with meaningful change	Community liaison meetings	Work to support veterans and reservists rewarded

