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Our Mission

At **Commercial Foundation** we recognise the integral role that Social Value plays in shaping our sector, and see it as a vital reflection of our broader commitment to ensuring responsible business and creating meaningful, lasting change.

Our mission goes beyond our value proposition; it is about making a lasting, positive impact on individuals and communities. This principle is at the heart of our strategy, guiding us to foster inclusive growth and create sustained positive impact.

The creation of this report has been a process of reflection and pride. It highlights our achievements while reinforcing our commitment to continuous improvement and transparency. We're excited by the insights we've gained and the tangible impacts we've made. Looking ahead, our commitment to Social Value remains unwavering.

We are dedicated to refining and evolving our approach to better meet the needs of society. For us, our social impact reporting is a catalyst for positive change, shaping lives with every one of our interventions.

This report reflects our progress and reaffirms our pledge to continue driving impactful change.



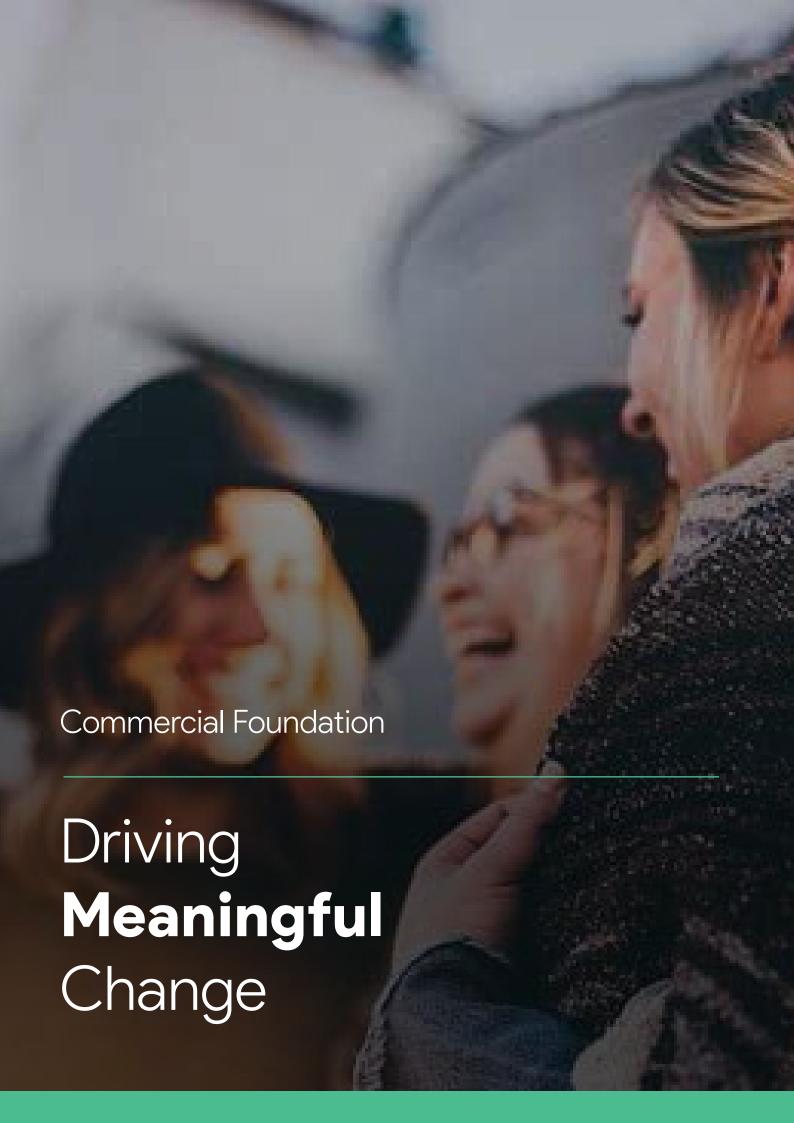
Simone Hindmarch Managing Director





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Our Values

At **Commercial Foundation** our values are the foundation of who we are and how we work. They guide our decisions, shape our culture and define how we engage with our clients, communities and one another.

Our values influence the standards we uphold, the partnerships we build, and the impact we aim to deliver. They keep us focused on our mission, ensure consistency across everything we do, and inspire us to continually raise the bar.



- 1 Integrity We act honestly, ethically, and transparently in all our relationships and decisions.
- 2 Collaboration We work together across teams, sectors, and communities to achieve shared goals.
- 3 Innovation We embrace creativity and continuous learning to drive meaningful progress.
- **Sustainability** We are committed to creating lasting, positive impact for people and the planet.
- **Solution Accountability** —We take ownership of our actions and deliver on our promises



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We have partnered with Social Value Consultancy, a specialist consultancy and software solution leading expert, who have developed a robust and accredited process to measure, asses and articulate our impact across several critical areas.

These areas include:



Social Value



Socio-Economic Impact



Sustainability



Equality, Diversity & Inclusion (EDI)



Wellbeing



Social Value KPI's



ESG Performance



Alignment with UN SDGs & Govenment Frameworks

Our impact has been evaluated using Whole Life Social Value Standard which uses a range of Government accredited methodologies:

Cost-Benefit and Cost-Effectiveness Analysis

Capturing fiscal savings, socio-economic value, and wellbeing outcomes.

· HM Treasury Green Book

Calculates the benefits derived from capital investments and interventions, leveraging the Unit Cost Database.

Social Value UK and Social Value International Frameworks:

Developed in collaboration to assess improvements to individual, community, and economic wellbeing.

Environmental Impact Analysis

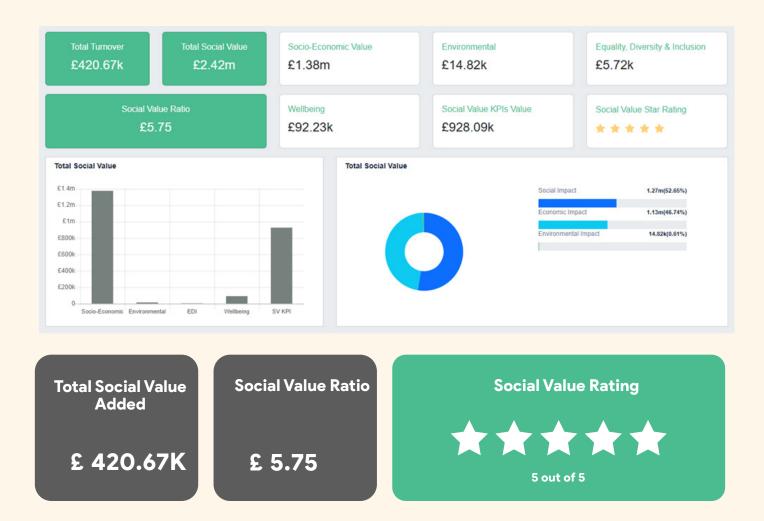
Evaluating carbon reduction, resource efficiency, and broader environmental gains.

Economic Impact Analysis

Assessing the wider economic benefits driven by employment and expenditure.

All methodologies used are aligned with UK Government-endorsed standards and are supported by accreditations from the Institute for Social Value and Social Value International.

Through detailed data collection, rigorous analysis, and trusted frameworks, this report reflects our ongoing commitment to driving societal progress in a meaningful and measurable way.



The total social value presented in this report reflects the measurable impact of our combined efforts to deliver social, environmental, and economic benefits.

This includes initiatives such as job creation, educational programmes, sustainable practices, and community development. By striving to maximise our social value, we are not only strengthening our organisation — we are helping to improve lives, support communities, and drive meaningful, lasting change.



This socio-economic dashboard provides a comprehensive assessment of the positive contributions we make to society and the economy.

Our social value initiatives have been instrumental in driving these outcomes, ensuring that our efforts translate into measurable societal and economic improvements.

Total Value represents the combined social benefits of our activities, covering the following areas:

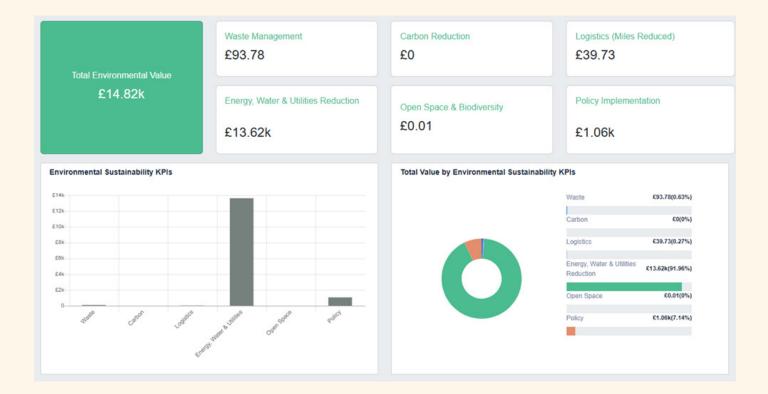
- Social Impact of Employment
 - Highlights the wider effects of job creation, including skill development, improved livelihoods, and reduced poverty.
- Economic Productivity

Measured using Gross Value Added (GVA), reflects the value we add to the broader economy by showing how much our business contributes to economic growth.

· Local Economic Benefit

Indicated by the LM3 metric (Local Multiplier 3), evaluates our impact at the community level, capturing how our operations benefit local businesses and residents.

Together, these indicators provide a comprehensive, data-driven overview of our socio-economic social contributions.



This dashboard presents our environmental outcomes and the metrics used to measure our impact.

It outlines the results of our efforts in areas such as resource management, carbon reduction, biodiversity support, and policy implementation. Key initiatives delivered during the reporting period with specific targets aimed at achieving measurable, positive environmental impacts. Through data and performance indicators, we highlight tangible outcomes of our sustainability initiatives, demonstrating our commitment to integrating environmental responsibility across all aspects of our operations. The following areas are part of our long-term strategy to create a positive impact on the planet.

Waste Management

Reduction in overall waste generated and increased recycling rates.

Carbon Reduction

Achievement of reduction in carbon emissions through energy efficiency projects and green energy sourcing.

Logistics (Miles Reduced)

Miles saved by optimising transportation routes and consolidating deliveries.

Energy & Utilities

Reduction in energy consumption due to upgrades in energy-efficient technologies and practices.

Water Usage Reduction

Decrease in water usage through the implementation of water-saving systems.

Open Space & Biodiversity

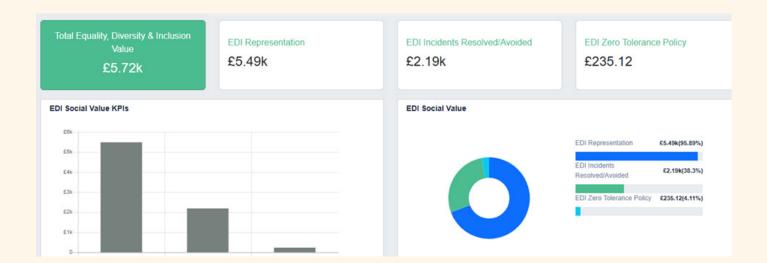
Creation and preservation of open space, with ongoing biodiversity projects

Policy Implementation

Successful integration of sustainability policies in operations.

Equality, Diversity & Inclusion (EDI)





This EDI dashboard consolidates key metrics that highlight our ongoing commitment to fostering a diverse, equitable, and inclusive workplace.

The total EDI value offers a comprehensive measure of the impact of our equality, diversity, and inclusion initiatives:

EDI Representation

Provides a snapshot of the diversity within our workforce, demonstrating how well we reflect the communities we serve across [editable fields: e.g., gender, ethnicity, disability status, other characteristics].

· EDI Incidents Resolved

Captures the number of equality and inclusion-related incidents that have been addressed and resolved, showcasing our proactive approach to maintaining a safe, respectful, and supportive environment.

EDI Zero Tolerance Policy

Reinforces our unwavering commitment to upholding a workplace culture where discrimination, harassment, and exclusion are not tolerated.

We are committed to achieving fair representation of women, ethnic minorities, people with disabilities in leadership positions, technical roles in board membership in line with our ED&I policy.

Wellbeing



This Wellbeing dashboard presents key metrics that demonstrate our commitment to supporting employee health and overall well-being.

The data highlights how our initiatives create lasting benefits for individuals, the workplace, and the wider community.

Key focus areas include:

Total Wellbeing Social Value Score

Captures the combined impact of all wellbeing initiatives, providing an overall measure of the social value generated through improved health, engagement, and support outcomes.

· Improved Physical & Mental Health

Quantifies the benefits of our targeted health and wellbeing programs, which are designed to enhance physical fitness, boost mental resilience, and promote overall healthy living. Insert specific initiatives delivered include: fitness challenges, mindfulness programs, mental health workshops.

Employee Assistance Program (EAP)

Measures the reach and effectiveness of our mental health and support initiatives, including the Employee Assistance Programme (EAP) and Mental Health First Aid (MHFA) provision. This area captures engagement with confidential support services, early intervention through trained Mental Health First Aiders, and overall mental wellbeing support. Insert specific initiatives and key data for MHFA-trained staff, EAP usage rates, case studies, training sessions delivered, or employee feedback.

· Flexible, Hybrid, and Home Working Arrangements

Assesses the contribution of flexible working practices to employee well-being, work-life balance, and productivity, particularly in adapting to modern workplace expectations. Insert specific initiatives e.g., policies implemented, uptake statistics, or qualitative feedback where relevant. Insert industry standards or targets, e.g., percentage of workforce with access to EAP, hybrid work satisfaction benchmarks, sector health & wellbeing accreditations.

No Limits Programme

£ 595,494.85

Training & Skills

£ 167,596.94

Other Commercial Foundation Social Value KPIs

£ 164,993.91

Social Value KPI's Total

£ 928, 085.70

Total Social Value Created for our Clients in 2023/24

This KPIs dashboard features an account of our impact. Commercial Foundation have developed a bespoke Social Value KPIs framework within the Social Value & ESG Calculator software.

It supports a transparent, data-driven evaluation of our progress against key targets and priorities. Each category outlines the number of people impacted and the corresponding KPI value, providing granular insights into various aspects of our operations. The report also includes an Overall Social Value KPI Total Value, offering a summative measure of our societal impact. Insert sector expectations, industry frameworks, or best practice comparisons relevant to the client's sector.

Social Value KPIs

Theme	KPI Category	Social Value KPI	No. of People	Total KPI Value
Commercial Foundation	No Limits Programme	Referred and Disengaged Young people (Age Group 25-49)	1	£3,115.13
Commercial Foundation	No Limits Programme	Admin Roles	1	£3,115.13
Commercial Foundation	No Limits Programme	Apprenticeship Roles	1	£3,115.13
Commercial Foundation	No Limits Programme	Fashion Industry Roles	1	£3,115.13
Commercial Foundation	No Limits Programme	Construction Industry Roles	2	£6,230.27
Commercial Foundation	No Limits Programme	Financial Services Roles	1	£3,115.13
Commercial Foundation	No Limits Programme	IT Services Roles	1	£3,115.13
Commercial Foundation	No Limits Programme	Retail Services Roles (Age Group 16-24)	3	£9,345.40
Commercial Foundation	No Limits Programme	Retail Services Roles (Age Group 25- 49)	1	£3,115.13
Commercial Foundation	No Limits Programme	Security Services Roles	1	£3,115.13
Commercial Foundation	No Limits Programme	Other	6	£18,690.81
Commercial Foundation	No Limits Programme	Back to Further Education	7	£9,468.44
Commercial Foundation	No Limits Programme	Lifetime Fiscal Costs of NEETs	55	£526,838.89
Commercial Foundation	Other Commercial Foundation Social Value KPIs	Providing Free Transport	55	£2,273.04
Commercial Foundation	Other Commercial Foundation Social Value KPIs	Breakfasts Supplied	55	£5,759.11
Commercial Foundation	Other Commercial Foundation Social Value KPIs	Free Fruit Bowls Supplied	55	£5,759.11
Commercial Foundation	Other Commercial Foundation Social Value KPIs	Work Placements - Pre-employment	55	£69,404.76
Commercial Foundation	Other Commercial Foundation Social Value KPIs	Interview Support/Attended	55	£13,788.29
Commercial Foundation	Other Commercial Foundation Social Value KPIs	Job Applications Supported	55	£13,788.29
Commercial Foundation	Other Commercial Foundation Social Value KPIs	Professional Work Coaching Hours	55	£13,838.13
Commercial Foundation	Other Commercial Foundation Social Value KPIs	Mental Health Training Hours	55	£12,806.60
Commercial Foundation	Other Commercial Foundation Social Value KPIs	Free Mentoring Hours	55	£13,788.29
Commercial Foundation	Other Commercial Foundation Social Value KPIs	Number Outreach Hours (in work support)	55	£13,788.29
Training and Skills	Employability Skills	General Training (Informal)	67	£7,615.09
Training and Skills	Increased Skills	Training towards Employment	55	£23,996.23
Training and Skills	Qualifications for Existing Staff	Qualifications (Professional)	38	£53,313.25
Training and Skills	Skills & Training	IT Skills	38	£43,224.75
Training and Skills	Vocational Training	General Training (Informal)	67	£39,447.62
	ed through Social Value KPIs			£928,085.70

Progress Towards The SDGs



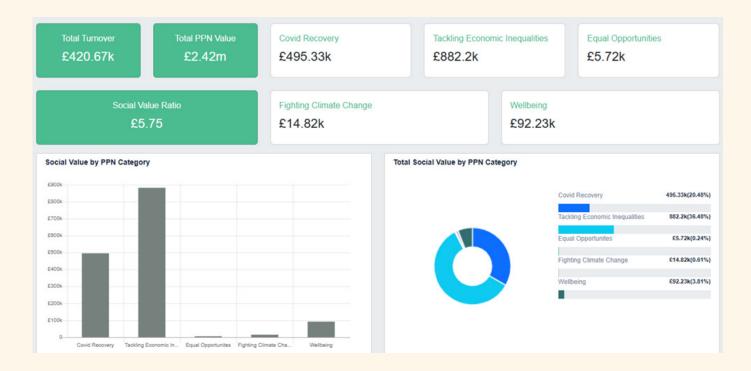
This section explores our approach to SDG (Sustainable Development Goals) monetisation, where we translate the United Nations' 17 SDGs into tangible financial and business value.

Rather than viewing the SDGs as aspirational or philanthropic, we strategically integrate them into our operations, products, and services to unlock growth, attract investment, and create competitive advantage. Each SDG presents unique market opportunities, which we can address through innovation, partnerships, and tailored solutions. Monetising the SDGs requires a shift from traditional CSR to a value-driven strategy. This involves identifying priority SDGs aligned with our mission, setting measurable outcomes, and tracking progress through transparent reporting.

By demonstrating our impact and return on SDG-aligned initiatives, we not only drive global change but also generate long-term economic value. Insert relevant industry benchmarks, e.g., SDG performance standards for manufacturing, renewable energy targets, sustainable sourcing guidelines.



Progress Towards PPN06/20 KPIs



This dashboard outlines our approach to monetising the five core themes of Procurement Policy Note (PPN) 06/20, which mandates central government organisations to account for social value in procurement decisions.

By embedding these themes into our delivery models, we unlock new revenue opportunities, strengthen return on investment narratives, and create business streams that support PPN 06/20 compliance. We have implemented several targeted initiatives to support progress in delivering against PPN 06/20 priorities such as: insert here.

These initiatives are designed to generate measurable outcomes aligned with each core theme. Industry benchmarking suggests. This strategy involves integrating social value into operations, evidencing impact, and continually improving delivery to achieve long-term economic and social benefits.



Report Summary

In 2024, **Commercial Foundation** achieved remarkable results in delivering social value.

We are proud to report that we generated £2.42m in Social Value, demonstrating our ongoing commitment to creating positive outcomes for our employees, local communities, and the businesses we partner with.

This achievement highlights the meaningful impact we strive to make across all areas of our work. Our total social value equates to a Social Return on Investment (SROI) of £5.75 for every £1 spent — a strong indicator of the social, economic, and environmental benefits generated through our initiatives.

We are equally proud of our Social Value rating of **5 out of 5** reflecting our sustained focus on creating value beyond financial returns. We are committed to improving this rating year on year, driving continuous improvement across all impact areas.

Looking ahead, we are excited by the opportunities to further deepen our contribution. We remain focused on delivering initiatives that drive positive change, support sustainable growth, and create lasting benefits for society, the economy, and the environment.

We extend our thanks to our employees, partners, and clients for their continued collaboration and support.









Statement of Confirmation of Independent Advisory

To Whom it May Concern:

This statement is provided by Social Value Consultancy Ltd (SVC Ltd), an independent consultancy specialising in social value, environmental, and sustainability reporting. We are a Partner of the Institute for Social Value and Social Value International, and all calculations were carried by our team of Economists, SROI Practitioners and Sustainability Consultants.

We confirm that the following calculations and outputs in the Social Value Report 23/24 produced on behalf of **Commercial Foundation** were prepared independently by our consultancy.

All quantitative calculations and qualitative analyses contained within the report were carried out by Social Value Consultancy Ltd in accordance with established methodologies aligned with:

- The principles of Social Value International and the Institute of Social Value
- UK Government Guidance, including PPN 06/20 and its related guidance

Where appropriate, SVC's proprietary Social Value & ESG Software, which is accredited by the Institute of Social Value and Social Value International, was used to quantify and structure the data presented in the reports.

This accreditation recognises our software and methodology as meeting the highest standards of transparency, rigour, and alignment with UK public sector sustainability and social value reporting expectations.

As an independent consultancy, we affirm that all calculations and outputs were developed with objectivity, methodological consistency, and professional care to ensure credibility and usability for both internal decision-making and external reporting purposes.

If further verification or clarification is required, please do not hesitate to contact us.

Mark Bolger

M.A Sol

Founder and Director Social Value Consultancy Ltd

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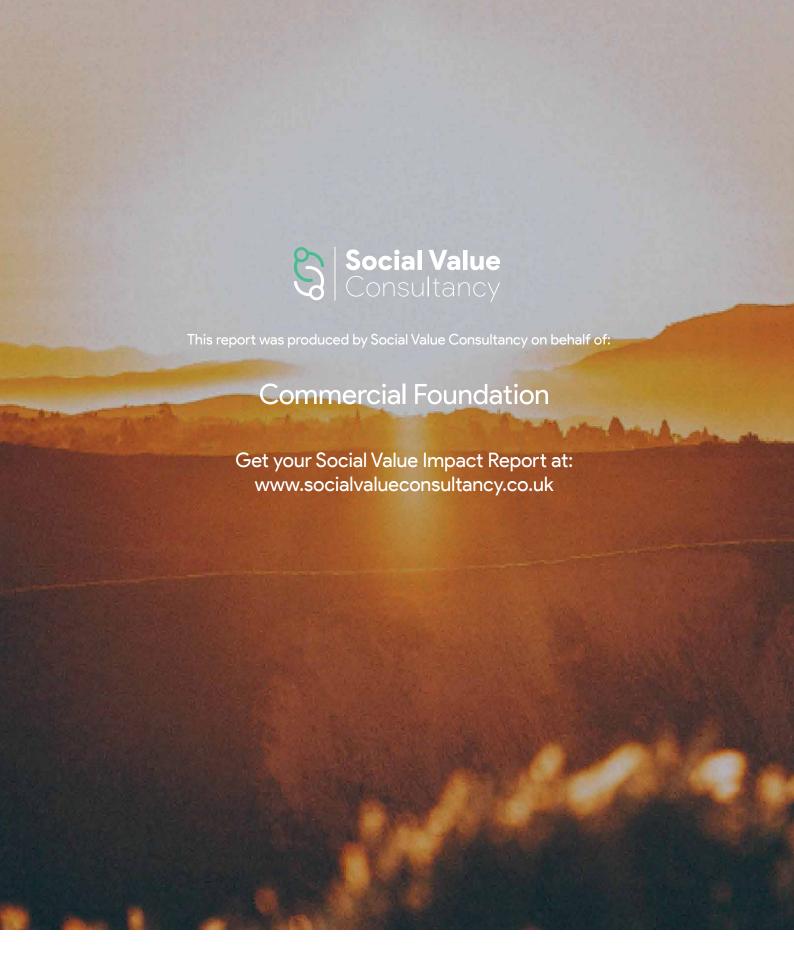
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