THE HILL GROUP – SOCIAL VALUE 2030 ROADMAP

Five-year programme: Y1 2025/26 · Y2 2026/27 · Y3 2027/28 · Y4 2028/29 · Y5 2029/30

2030 Roadmap – targets and delivery by financial year

The Hill Group has a target of delivery 20% of Social Value against Turnover across Developments & Operations.

MEASURE	Y1: 2025/26 TARGET	Y1: 2025/26 ACHIEVED	Y2: 2026/27 TARGET	Y3: 2027/28 TARGET	Y4: 2028/29 TARGET	Y5: 2029/30 TARGET	PROGRAMME GOAL	STILL TO DELIVER
Apprentices employed (%) Apprentices as % of total labour, weighted across sites (Σ apprentices ÷ Σ workforce)	7.5%	**7.3%**	7.5%	7.5%	7.5%	7.5%	**7.5% each year**	**–**
New apprentices (by start date) S.106 and non-S.106 by start date. EXCO reports management trainees on the next line as well	200	**382**	200	200	200	200	**1,000**	**618**
Hill Apprentices & Trainees % of Hill Apprentices (Direct) vs Total Hill Employees	7.5%	**12.6%**	7.5%	7.75%	8%	8.25%	**–**	**–**
Under-represented candidates supported Care leavers, veterans, ex-offenders, NEETs engaged and supported	40	**29**	40	40	40	40	**200**	**171**
Youth-led initiatives Counted by initiative	6	**3**	6	6	6	6	**30**	**27**
CIAG for the unemployed (hours) Careers information, advice and guidance hours	2,000	**1,933**	2,000	2,000	2,000	2,000	**10,000**	**8,067**
Local businesses supported Mentoring, training or capacity building;counted by business	40	**193**	40	40	40	40	**200**	**7**
Schools engagement, FSM 25%+(hours) Hours with schools where 25%+ of pupils receive free school meals	10,000	**17,439**	10,000	10,000	10,000	10,000	**50,000**	**32,561**
Community events Counted by event	30	**30**	30	30	30	30	**150**	**120**
Local initiatives Targeted grant funding or in-kind support; counted by initiative	60	**183**	60	60	60	60	**300**	**117**
Reduce social isolation(residents) Residents engaged through digital inclusion, befriending and intergenerational activity	100	**120**	100	100	100	100	**500**	**380**
Volunteering (hours) Hours with local organisations or resident-driven projects	4,000	**3,692**	4,000	4,000	4,000	4,000	**20,000**	**16,308**
Community Changemaker roles On projects over 1,000 units	To be set	**N/A**	To be set	To be set	To be set	To be set	**–**	**–**
Social Mobility Index External index, supplied by HR / Talent	To be set	**52nd place**	Review progress Q2	To be set	To be set	To be set	**–**	**–**

Hill utilises external verification and assurance mechanisms across a number of its developments to provide confidence in the integrity of reported social value outcomes. Projects reporting through the Social Value Portal are subject to the Portal's evidence validation and data quality assurance procedures, with verification undertaken against submitted project evidence. Separately, the Teviot project is independently assured through HACT's social value framework. While approaches vary by project and client requirements, external verification is incorporated where appropriate to support transparent and robust social value reporting.