

Social Value Statement

cfes Ltd. | April 2026



Our commitment to social value

Cfes is committed to delivering social value through ethical employment, workforce development, wellbeing, inclusion and responsible business practices. Our approach is proportionate to the size of our organisation and is embedded into how we recruit, develop and support our people, manage health and safety, and uphold ethical standards across our operations.

Employment, Skills and Early Careers

We support access to employment and skills development within the construction industry by providing a range of entry and progression routes, including apprenticeships, internships, return-to-work opportunities and work-experience placements. These pathways help individuals gain practical experience, build skills and progress into sustainable employment, while also supporting the wider industry in addressing skills gaps.

Fair Recruitment, Inclusion and Progression

Cfes promotes fair, inclusive and transparent recruitment practices. Hiring managers are trained to minimise bias and structured interview processes are used to ensure candidates are assessed consistently against role-specific criteria.
All employees participate in regular performance reviews, including discussions around development needs and career aspirations. We actively encourage internal progression and this is demonstrated through employees who have developed within the business into senior operational and leadership roles.

Employee Wellbeing and Mental Health

Employee wellbeing is a key priority at cfes. We provide access to a comprehensive Employee Assistance Programme, confidential wellbeing support and resources through our internal wellbeing hub.

Cfes is a corporate supporter of the Lighthouse Charity and actively promotes mental health awareness through regular internal campaigns. These initiatives support positive mental health, reduce stigma and encourage engagement with available support.

Health, Safety and Training

Health and safety is actively managed across the business through bi-weekly health and safety meetings, monthly awareness campaigns and annual training days focused on addressing identified learning or skills gaps.

All employees complete mandatory training covering areas such as Modern Slavery, anti-bribery, data protection and privacy, cyber security, harassment in the workplace, the Code of Conduct and company policies. This ensures high standards of safety, conduct and compliance are maintained across the organisation.

Ethical Labour and Supply Chain Responsibility

Cfes maintains a zero-tolerance approach to modern slavery and unethical labour practices. All employees receive Modern Slavery awareness training and clear escalation routes are in place for raising concerns.

We take a proportionate approach to supply chain management and expect suppliers and contractors to comply with the Modern Slavery Act 2015 and ethical employment standards.

Governance and Accountability

Accountability for Social Value and ESG sits with the Head of HR, with responsibility for Modern Slavery training and ethical labour practices managed through the Talent Acquisition and Onboarding function.

Social value activity is monitored through training compliance, people management processes, health and safety forums and workforce engagement, supporting continuous improvement and long-term sustainability.

Summary

Through this approach, cfes delivers meaningful social value that supports people, strengthens the construction industry workforce and contributes positively to the communities in which we operate.

Signed		
	Name	John Davies
	Position	Managing Director
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