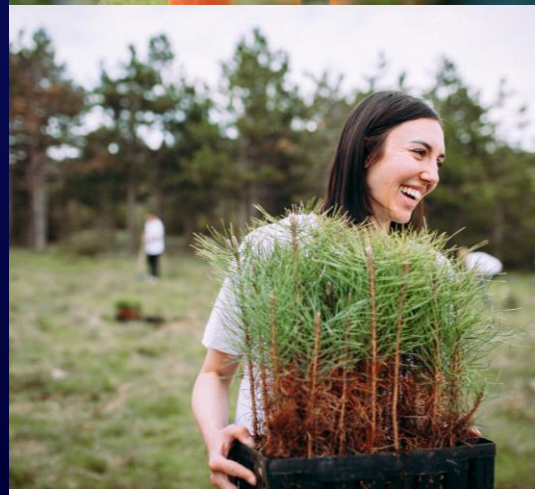
Validated



Annual Report

Social Value:

Your overview 2025-2026

Powerday

Reporting Period 01/08/2025 – 31/07/2026 | Validated by Social Value Portal for Powerday Plc

Contents

1	Introduction	03
2	Measurement	06
3	Social Value in Numbers	12
4	Performance Highlights	15
5	Success Story	17
6	Social Value Breakdown	23

1. Introduction

Introduction

This report offers an overview of the Social Value (SV) delivered by Powerday Plc over the financial year of 2025-26.

The activities and initiatives carried out have generated value for local people, their immediate communities and the wider UK society.

The key information in this report:

- Powerday's approach and commitment to Social Value:
- Powerday's TOM System
- Breakdown of Social Value data
- Key highlights

Key:

SV = Social Value

Social Value Created 2025-26

SV £25,351,289

Total Social Value created by Powerday Plc

Powerday Plc and Social Value Portal

Social Value Portal was appointed by Powerday Plc to help embed social value into their contractual works enabling them to measure, validate and report on the company, and their positive contributions to local communities and the wider society.

Social Value Portal was engaged to:

Define measurement

Social Value Portal developed a social value measurement framework (TOM System) that reflected Powerday Plc's social value priorities..

Set-up platform and processes

Social Value Portal created a Powerday Plc Master Account to enable monitoring of Social Value delivery across Business.

Validate data for robust reporting

Supporting Powerday Plc in the quality assurance of data including periodic reviews of the data collected. Reports and project summaries could then be generated through the system.

Performance

The purpose of this report is to communicate the successes from the 2025-2026 financial year with the Social Value Portal (SVP) and identify performance highlights.

2. Measurement

Measuring Social Value: The TOM System™

The measurement framework used by Powerday Plc is aligned with the National Social Value measurement framework – TOM System™.

The framework that sets the standard

The TOM System™ has been developed by the National Social Value Taskforce, a cross-sector organisation that combines both public and private sector organisation. It is the result of extensive consultation across local authorities and public-sector organisations, including the Office of Civil Society and Crown Commercial Services.

Themes, Outcomes and Measures

The TOM System™ is built around four key Themes, supported by several outcomes and specific measures. The Themes centre around promoting jobs and skills, supporting regional growth, empowering communities, protecting the environment, and promoting social innovation.

Turning activity into £SV

Financial proxy values have been attributed to Measures within the framework, allowing organisations to report their overall contribution to society in financial and nonfinancial terms. By reflecting the real needs of communities, the TOM System™ enables a positive contribution towards economic, social and environmental wellbeing.

TOM mapping

A mapping exercise was conducted to align the TOM System™ to the Powerday Plc's priorities. As a result, SVP developed a bespoke set of TOM built around four Themes, supported by 21 Outcomes and 64 Measures. The set is the default set of TOM used by Powerday Plc and is based on the 2024 TOM methodology and proxy values

Work

Economy

Community

Planet

Measuring Social Value: The TOM System™

Financial proxy values

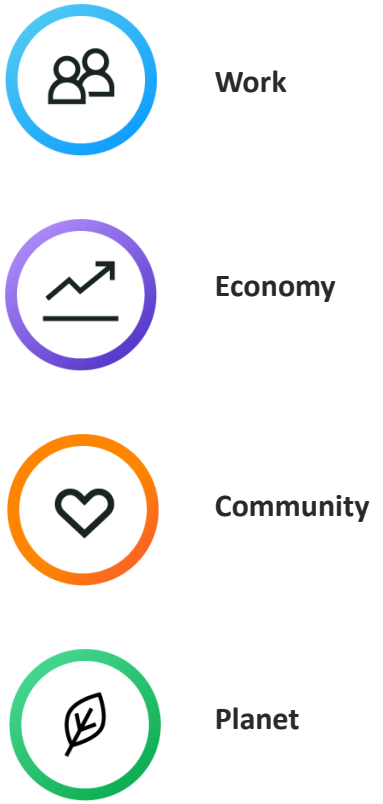
Financial proxy values have been attributed to the Measures that underpin these Themes by using publicly available data sources such as the Unit Cost Database. These values have been used to calculate the Social Value (SV) generated by Powerday Plc.

Defining the 'Local'

For Powerday Plc, 'Local' was defined as' 20-mile radius of the primary postcode'. This ensured that Powerday Plc were making the most impact for the communities they were working in. Please note, this definition of local can vary across projects.

Social Value

Social Value is the monetised value of additional benefits created for communities and society directly.



Powerday Plc: Social Value Journey

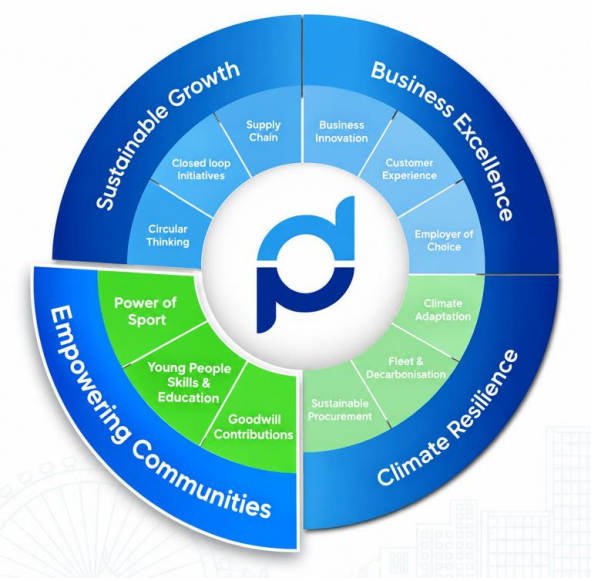
A family-owned business with deep roots in London, Powerday has always seen supporting the communities where we live and work as fundamental. Our responsibility goes beyond waste and recycling – we use our resources, relationships and reach to create meaningful opportunities across the capital.

Since 2019, we have worked with Social Value Portal, using the nationally recognised TOMs framework to quantify and report the wider value of our operations and community programmes. Our first annual report covered 2018/19, and our approach has matured as our activity and evidence base have grown.

Our refreshed sustainability strategy is built on four pillars – Business Excellence, Climate Resilience, Sustainable Growth and Empowering Communities. Social value runs through all four, with our community ambition most clearly expressed in Empowering Communities: championing the power of sport, young people and goodwill contributions, increasingly through long-term partnerships that deliver lasting, measurable change.

Our impact

- **£25.35m** of social value generated in 2025/26
- **Reporting since 2018/19** – annual social value reports using the TOMs framework
- **Broader measurement** – employment, skills, education, volunteering, responsible procurement and local / SME spend
- **More robust reporting** – strengthened evidence and a move to an assurance-led process
- **Empowering Communities** – sport, young people and goodwill contributions, led by the Powerday Foundation
- **Long-term partnerships** over one-off activity, for sustainable, measurable change



The TOM System™: Powerday Plc

Themes:		Outcomes:
Work	**Promote Local Skills & Employment**	Creating local employment opportunities
		Creating equal employment opportunities
		Providing good work opportunities
		Providing skills and experience for good work
		Developing life and business skills
		Developing skills and experience for future work
Economy	**Support Growth of Responsible Regional Business**	Building diverse and sustainable supply chains
		Promoting a diverse and resilient business community
		Promoting wellbeing and diversity in the workplace
		Promoting fair work
		Promoting ethical procurement
		Eradicating bad work in the supply chain
		Pioneering approaches to promoting responsible business practices

The TOM System™: Powerday Plc

Themes:		Outcomes:
Community	**Healthier, Safer and more Resilient Communities**	Building resilient communities
		Building community wellbeing
Planet	**Decarbonising and Safeguarding Our World**	Restoring our climate and improving air quality through decarbonisation
		Restoring our climate and improving air quality through energy
		Restoring our climate and improving air quality through transport
		Protecting and restoring biodiversity and ecosystems
		Transitioning to a regenerative economy
		Managing waste sustainably

3. Social Value in Numbers

Delivered £SV Breakdown by Theme

Social Value TOM Themes Outcomes Measures

Themes:		Delivered £SV:
Work	Promote Local Skills & Employment	£12,416,256
Economy	Support Growth of Responsible Regional Business	£9,046,882
Community	Healthier, Safer and more Resilient Communities	£23,438
Planet	Decarbonising and Safeguarding Our World	£3,864,712

Total delivered

£25,351,289

Key Performance Indicators

2025-26

Employing Locally

£12.4m of Social Value

248

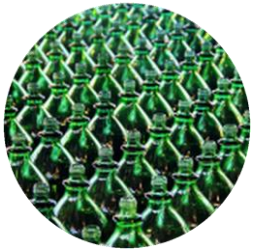
Full-Time Equivalent jobs created in the definition of local

MSME Spend

£6.1m of Social Value

£6.9m

spent with micro, small and medium enterprises



Waste Reduction

£3.8m of Social Value

38k

tonnes of hard to recycle waste diverted from the landfill

Spending Locally

£8.9m of Social Value

£10m

spent in the definition of local (including MSME spend)

Charity Support

£83k of Social Value

£83k

invested in supporting charities and VCSEs

Car Miles Saved

£15k of Social Value

322k

car miles driven using low or no emission vehicles

Volunteering

£14k of Social Value

797

of hours of community project volunteering

Community Support

£9.5k of Social Value

£9.5k

invested in local community projects

4. Performance Highlights

Work

Top theme by delivered SV

£6.9m

Spent with local SMEs in the supply chain

797

Hours spent volunteering with local community projects

37.7k

Tonnes of hard to recycle waste diverted from landfill

Performance highlights

Powerday delivered £25.4 million in Social Value during the 2025-2026 reporting year, clearly showing the widespread impact and benefit delivered to local communities, as well as wider society.

The **'Work'** theme emerged as the leading area of Social Value delivery for the 2025-2026 reporting year, generating a total of **£12.4 million** in Social Value. This was primarily driven by the local employment of **248 FTE employees.**

The **'Economy'** theme followed with **£9 million** in Social Value. Powerday spent **£6.9 million** with local SMEs, **£3.2 million** with local companies in its supply chain, and donated **£82,817** to Voluntary, Community and Social Enterprises (VCSEs).

Powerday's commitment extended beyond financial contributions, with staff dedicating **797 hours** to volunteering with local community projects, reflecting a clear dedication to social responsibility.

Under the **'Planet'** theme, Powerday diverted **37,704 tonnes** of hard to recycle waste from landfill, contributing **£3.8 million** to the overall Social Value delivery and demonstrating a clear commitment to sustainable waste management.

5. Success Story

Success Story

Social Value in action

Stanmore College T Level Partnership

Background

Creating stronger links between education and employment is an important part of Powerday's social value approach. For many young people, understanding the range of careers available within waste, recycling, sustainability and the wider environmental sector can be difficult without direct exposure to employers and real working environments, so Powerday aims to build longer-term relationships with schools, colleges and universities that help students understand the industry, develop employability skills and gain experience that can support their transition into work.

Our activity

During 2025/26, Powerday continued to develop its relationship with Stanmore College, including work to support the development of a T Level module that brings employer insight into the learning experience and gives students greater exposure to the practical realities of the sector alongside their academic studies. This sits within Powerday's wider education and employability activity, including work experience placements, enrichment days, careers engagement and site-based learning, helping young people gain insight into roles across operations, transport, engineering, sustainability, finance, technology and marketing.

Our impact

By working directly with education providers such as Stanmore College, Powerday is helping to bridge the gap between education and industry, giving young people greater awareness of real career pathways and supporting them to make more informed decisions about their future. The T Level activity also contributes to Powerday's wider ambition to build a more consistent pipeline of education engagement, work experience and employability opportunities that can strengthen confidence, practical understanding and long-term access to careers within the waste, recycling and environmental sectors.

7 Students Presenting

100 Project Hours

Work

Success Story

9 Students Completing Work Experience

300+ Young People Positively Impacted

Work

Social Value in action

Enrichment, Work Experience and Internships

Background

Giving young people meaningful exposure to the workplace is a key part of Powerday's social value approach, helping to bridge the gap between education and employment while raising awareness of the wide range of careers available across waste, recycling, sustainability and the wider environmental sector. Many young people have limited opportunities to experience professional working environments or understand the variety of routes available to them, so Powerday aims to use its people, sites and industry expertise to provide practical, engaging experiences that build confidence, develop employability skills and support more informed career choices.

Our activity

Throughout 2025/26, Powerday continued to deliver a broad programme of enrichment activity, work experience placements and internship opportunities, both independently and in partnership with schools, colleges, universities and clients. This included careers engagement, employability sessions, school enrichment days, workplace placements and opportunities for young people to gain first-hand insight into different parts of the business. By involving colleagues from across departments including operations, transport, engineering, sustainability, finance, technology and marketing, participants are able to see the breadth of roles available within the sector and better understand the skills, behaviours and experience employers look for.

Our impact

These opportunities give young people more than a simple introduction to the workplace; they help build confidence, communication skills, practical understanding and awareness of potential career pathways. Through enrichment activity, placements and internships, Powerday is helping young people gain experience that can support future applications, interviews and employment decisions, while also strengthening longer-term relationships with education providers and creating clearer routes between learning and work. Over time, this approach supports Powerday's wider ambition to create sustained education and employability partnerships that provide lasting value for young people and the communities in which the business operates.

Success Story

£6k In Direct Support and Fundraising Generated

6 Volunteers Skydived

6 Volunteers for Gardening

Community

Social Value in action

Supporting Families Through Noah's Ark

Background

Supporting organisations that make a tangible difference to children, families and local communities is an important part of Powerday's Empowering Communities approach. Noah's Ark Children's Hospice provides specialist care and support for seriously unwell children and their families and was selected as a charity partner following an employee survey in which colleagues voted for Noah's Ark as their charity partner of choice. This employee-led selection helps ensure that Powerday's charitable activity reflects the causes that matter to its people, while aligning with the company's wider commitment to community investment, volunteering and meaningful long-term partnerships.

Our activity

During 2025/26, Powerday colleagues supported Noah's Ark Children's Hospice through a combination of fundraising and hands-on volunteering. Employees took part in a charity skydive to raise funds for the hospice, while other team members volunteered their time to assist with gardening and maintenance activities. These volunteering days enabled colleagues to contribute directly to the upkeep of spaces used by children and families, while the fundraising activity helped generate additional financial support for the hospice. Together, these activities demonstrate Powerday's approach to community engagement, combining employee participation, charitable giving and practical support rather than relying on a single form of contribution.

Our impact

Powerday's support for Noah's Ark helped provide both financial and practical value to the hospice, while also creating meaningful opportunities for employees to engage directly with a local charity. The volunteering activity supported the maintenance and improvement of environments used by children and families, while the skydive contributed to wider fundraising efforts for the organisation. Just as importantly, the partnership helped strengthen Powerday's culture of employee involvement in social value activity, demonstrating how staff participation can translate into visible community benefit and helping build a stronger foundation for future volunteering and fundraising initiatives.

Success Story

4 Years of Support

£23k Additional Sponsorship

Community

Social Value in action

Championing Inclusive Swimming

Background

Powerday's support for the British Down Syndrome Swimming Championships reflects the company's wider commitment to using sport as a platform for inclusion, opportunity and community participation. Through the Powerday Foundation, Powerday has supported the Championships for the past four years, helping to provide a platform for swimmers with Down syndrome to compete, develop and celebrate their achievements in a dedicated national event. The partnership aligns closely with Powerday's Empowering Communities approach, particularly its focus on creating opportunities through sport and supporting organisations that deliver meaningful outcomes for individuals and families.

Our activity

Powerday continues to support Down Syndrome Swimming Great Britain as a headline sponsor of the British Down Syndrome Swimming Championships, with the Powerday Foundation playing an active role beyond its own sponsorship commitment. Powerday has used its wider network of clients, suppliers and stakeholders to generate additional backing for the event, including individual race sponsorships designed to increase the level of financial support available to the Championships. During the previous year, this activity helped secure an additional £23,000 in sponsorship, demonstrating how Powerday can use its relationships and influence to amplify the impact of its own contribution and encourage wider business participation in inclusive sport.

Our impact

The partnership helps provide continued support for an event that gives swimmers with Down syndrome the opportunity to compete in a dedicated, high-profile sporting environment, while also raising the visibility of inclusive sport among Powerday's clients, suppliers and wider network. By combining direct sponsorship with active fundraising and stakeholder engagement, Powerday has been able to extend the value of the partnership beyond a single corporate donation. The additional £23,000 secured through race sponsorships has provided further vital support for the Championships and its swimmers, while the four-year relationship demonstrates Powerday's commitment to building long-term community partnerships rather than supporting one-off initiatives.

Success Story

11 **Bursaries Awarded**

3 **Commonwealth Games Gold Medals**

Community

Social Value in action

Powerday Bursaries: Backing Young Athletes

Background

The Powerday Bursary Programme was established to help talented young Londoners overcome the financial barriers that can prevent them from progressing in sport. For many young athletes, costs such as equipment, coaching, competition fees and travel can become a significant obstacle to development. Through the Powerday Foundation, the bursary programme provides targeted financial support so that promising athletes can focus more fully on their training, competition and long-term sporting ambitions. Now in its eleventh year, the programme has become a longstanding part of Powerday's commitment to using sport as a route to opportunity, confidence and personal development for young people across London.

Our activity

During 2025/26, Powerday awarded bursaries to a further 11 young athletes, bringing the total number of bursaries awarded since the programme began in 2015 to 111. Support is designed around the practical needs of each athlete and can contribute towards essential costs including specialist equipment, coaching, competition entry and travel. Powerday's involvement can also extend beyond the initial bursary, with a number of former recipients continuing to receive support as their careers progress through longer-term sponsorship and ambassador relationships. This approach allows the programme to support young people at an important stage in their development while also maintaining relationships with athletes as they progress through higher levels of competition.

Our impact

The long-term value of the programme can be seen in the achievements of former bursary recipients who have progressed to compete at national and international level. In 2026, three Powerday Foundation boxing ambassadors and former bursary recipients - Sacha Hickey, Patris Mughalzai and Damar Thomas - won gold for Team England at the Commonwealth Games. Former bursary recipient Lily Bassett also achieved international success, winning gold at the U19 European Championships and becoming a four-time European Champion. While elite sporting success is one visible outcome of the programme, its wider purpose is to give talented young people the support and opportunity to fulfil their potential. By reducing financial barriers and investing in young athletes over the longer term, the Powerday Bursary Programme continues to create opportunities that can have a lasting impact on their development both within and beyond sport.

6. Social Value Breakdown

Social Value Breakdown by KPI

KPI	Number Delivered	£SV
Local Employment (no.)	248.40	£12,405,408.98
MSME Spend (£)	6,940,249.45	£6,119,633.16
Waste Reduction (tonnes)	37,704.00	£3,849,578.40
Local Spend (£)	3,195,377.90	£2,797,136.77
Charity Support (£)	82,817.00	£82,817.00
Staff Support (no. employees)	309.00	£42,487.50
Car Miles Saved (miles)	322,000.00	£15,134.00
Volunteer Hours (hrs)	797.00	£13,931.56
Community Support (£)	9,506.48	£9,506.48
Apprenticeships (no. people)	4.00	£3,765.84
Work Experience (weeks)	4.00	£1,649.52
Expert Hours (hrs)	7.00	£744.38
Educational Sessions (hrs)	25.00	£437.00

SV Breakdown by Measure

#	Measure	Units	Total Number Delivered	Total Value £SV
NT1	Local people employed or retained	no. people FTE	248.40	**£12,405,408.98**
NT131	Meaningful unpaid work experience	no. people	4.00	**£3,765.84**
NT135	Support for initiatives to enhance T-levels	£ invested inc. time, materials, equipment etc	2,764.84	**£2,764.84**
NT13	Meaningful paid work placements	no. weeks	4.00	**£1,649.52**
NT91	Employers fairs which encourage local employment	£ invested inc. time, materials, equipment etc	1,485.84	**£1,485.84**
NT98	Expert curriculum support for universities and colleges	no. staff expert hours	7.00	**£744.38**
NT8	Support for students at local educational institutions	no. staff volunteering hours	25.00	**£437.00**
NT2	Proportion of employees who are local	%	88.67	**£0.00**
NT78	Proportion of leadership positions filled by women	%	27.80	**£0.00**
NT92	Proportion of employees who are women	%	15.00	**£0.00**
NT19	Spend with local SMEs in the supply chain	£	6,940,249.45	**£6,119,633.16**
NT18	Spend with local companies in the supply chain	£	3,195,377.90	**£2,797,136.77**
NT16	Support for VCSEs through donations	£ invested	82,817.00	**£82,817.00**
NT20	Multidimensional wellbeing programme access for staff	no. employees provided access	309.00	**£42,487.50**
NT106	Contributions to programmes which promote gender equity	£ invested	4,680.00	**£4,680.00**
NT105	Expert Equality, Diversity & Inclusion training	£ invested inc. time, materials, equipment etc	127.61	**£127.61**
NT29	Support for local community projects through volunteering	no. staff volunteering hours	797.00	**£13,931.56**
NT28	Support for local community projects through donations	£ invested	9,506.48	**£9,506.48**
NT72	Hard-to-recycle waste diverted from landfill/incineration	tonnes	37,704.00	**£3,849,578.40**
NT33	Miles driven using Zero Emission Vehicles	miles driven	322,000.00	**£15,134.00**

Need assistance on your Social Value journey?

Get in touch with one of our support specialists:

Call +44 (0)20 3355 0530

support@socialvalueportal.com

socialvalueportal.com

© Social Value Portal