



CONSTRUCT
CHANGE

Win the work. Retain your people. Grow your reputation.

OUR CLIENTS

At Construct Change, we work with a diverse range of clients, from SMEs to large-scale engineering contractors. Our impact spans across multiple sectors and project sizes, helping businesses lead with purpose and integrity.

£17M – £300M

Client turnover
range

£200k – £75M

Project value
range

120 +

Projects
supported

25 +

Contractor
partnerships



OUR PURPOSE IMPACT



60+ policies

drafted or enhanced, helping to **minimise risk and strengthen business ethics**.



500+ hours

of bespoke **training** delivered on corporate responsibility and ethical leadership.



5 sessions

of **governance training** conducted for executive teams.



2 committees

established for **CSR/ESG** to support board decision-making.



12 workshops

facilitated with internal **stakeholders** to drive targeted business improvements.



3 initiatives

launched for employees and supply chains focusing on **mental, physical, and emotional health**.



20+ accreditations

achieved by our clients with our support, ranging from **ISOs and government covenants to the Real Living Wage**.



Mission, Vision and Values Alignment

We have assisted three of our clients with outlining or refining their mission, vision and values to give clear business direction and reputation.



Reporting Software Platforms

We have implemented various reporting software platforms to streamline and improve the accuracy of ESG reporting.



ESG Strategy Development

Aided multiple clients in developing ESG strategies, setting targets, and creating year-on-year action plans for sustainable growth.

OUR PEOPLE IMPACT



500+ hours

wellbeing sessions thoughtfully delivered in offices and on live projects.



6 surveys

for **Employee Engagement** turning powerful data into action.



1,451 hours

of engagement achieved through facilitated **work experience** placements.



1,600+ hours

of **young learner engagement** in schools, workplaces and communities.



38 charities

partnered with clients to ensure a lasting and meaningful impact.



£150,000

raised for local and global **charities** with our clients.



650+ hours

of **volunteering** with a range of charities to support good causes.



3 initiatives

implemented to support our clients build more inclusive workplaces.



Volunteering opportunities

We helped create 8 internal networks focused on wellbeing, women's empowerment, and responsible business.



Employee network groups

We supported 13 charities through volunteering, connecting client teams with causes including community care and education.



Key social issues

We championed 12 social issues through campaigns & partnerships, covering homelessness, domestic abuse and more.

OUR PRESENCE IMPACT



6 external reports

on ESG, crafted with narrative and content to showcase our clients' journey, impact, and progress.



100+ project tenders

supported by shaping responses that reflect authentic culture, impact, and community commitment.



3 branded websites

designed and launched to give SMEs a strong start online and increase visibility with their clients.



Coaching & Values-Led Leadership

We deliver coaching sessions and programmes focused on purpose, confidence, and legacy, supporting individuals to lead with integrity and show up with impact.



Business Capability Statements

We develop tailored capability statements that clearly outline services, brand identity, and purpose, each crafted with bespoke copywriting and impactful visuals.



Brand, Voice & Visibility

From brochures to social media, we've supported clients to strengthen their brand presence, building clarity, credibility, and connection across every platform.

A blue-tinted photograph of a business meeting. In the center, a man in a suit stands next to a whiteboard, pointing at it with a pen. To his right, a woman in a blazer stands facing him. In the foreground, two other people are seated at a table, looking towards the whiteboard. The background shows a large window on the left and a brick wall on the right.

FROM CHALLENGE TO CHANGE

Five Case Studies

FROM OUTDATED TO OUTSTANDING

A fast-growing Tier 2 contractor found their policies lagging behind. We reviewed wellbeing, parental and care leave policies, ran employee roundtables, and worked with HR and the board to agree real improvements.

Outcomes:

- Maternity leave: now three months full pay
- Paternity leave: +1 week
- New wellbeing programme
- Expanded mental health training
- Social group launched for employees



MID-BID RISK TO PROJECT WIN

Halfway through a major bid, a contractor learned their ESG case was weak and the project was at risk. We reviewed the contract, built realistic commitments, and strengthened their PTI submission.

After the win, we stayed on to help deliver initiatives, track progress, and report on KPIs.

Outcomes:

- Bid turned around and project won
- All ESG requirements delivered
- Credibility built with client and community



EMPLOYEE INSIGHT THAT DELIVERS IMPACT

We've helped contractors run anonymous surveys focused on retention, wellbeing, culture, and communication.

Each survey is tailored to the client's goals and delivers clear data, trends, and open feedback for action.

Outcomes:

- 95.5% of employees in one survey said their employer cared about their wellbeing — a stat now used in bids, recruitment, and branding
- Insights have shaped new initiatives and guided stronger leadership decisions



CREATING IMPACT BEYOND PROJECTS

We help contractors build partnerships with charities and community groups that deliver genuine, lasting value. From fundraising and volunteering to sharing professional expertise, these initiatives boost reputation, strengthen bids, and leave a positive legacy.

Outcomes:

- Charity fundraising campaigns
- Employee volunteering programmes
- Professional services delivered to charities
- Career guidance and employability support

Thanks to Construct Change, we have built a meaningful, multi-layered partnership that is making a real difference.

We have been enabled to improve our living spaces, enhance employability guidance and mentorship, provide essential health and hygiene products to our clients, and raise vital funds to support Londoners in crisis.

The impact of working with Lauren and the team has been truly significant.

Vito Moloney Burke, Single Homeless Project



WE BUILD BRANDS

Many SMEs deliver great work but struggle to present it professionally. We help contractors define their identity and create tools that showcase credibility and culture, from capability statements and tender packs to branded websites, digital assets, and clear messaging.

Outcome:

With sharper positioning and professional materials, our clients stand out against larger competitors, win work more effectively, and build reputations that open new doors.



CONSTRUCT CHANGE

WIN THE WORK. RETAIN YOUR PEOPLE. GROW YOUR REPUTATION.

Ready to lead better, grow stronger, and do business right?
Click **HERE** to book your **free** 30-minute discovery call today to explore how we can help.



LAUREN RIMMER
FOUNDER & CEO



LAUREN ROBERTS
SOCIAL VALUE LEAD



YLLSEN CHAVEZ-GOMEZ
ACCOUNTS & ADMINISTRATION



www.construct-change.co.uk



connect@construct-change.co.uk

