



The
Sovini
Group

SUCCESS
FITNESS
SOUNDNESS
AUTHENTICITY
HEALTHINESS
LEARNING
ADVANTAGE
HEALTH
SATISFACTION
SET
UP
COURAGE
INITIATE
PROGRESSION
ENERGY
PASSION
STRENGTH
EVOLUTION
FITNESS
INNOVATE
PRIDE
EXPANSION
COMMUNITY
PLAY
HARD

HEALTH
PROSPERITY
SUCCESSFULNESS
INTRODUCE
CONTENTEDNESS
BENEFIT
HAPPINESS
WHOLENESS
FELICITY
CONTENT
GAIN
WORK
HARD
BLISS
IN
ENTERPRISE
& WELLBEING
SAKE
EXPERT
BEGIN
TEACHER
PROFESSIONAL
AMBASSADOR
CONSULT
ELABORATION
LAUNCH
MENTOR
FITNESS
PRIDE
HARD

& YEAR
2019/20

The world is changing quickly, and so are we. The 2019-20 Year in Review focuses on the investments we have made in our communities and colleagues.

Our purpose of creating opportunities and changing lives is at the centre of everything we do, as we continue to grow and diversify.



WELCOME

The 2019-20 financial year has marked significant success for the Group as we have continued to build affordable new homes across the North West.

Our extensive development strategy has provided nearly 100 families with a boost onto the property ladder and hundreds more with affordable quality rental properties.

The financial year also marked significant growth as the Group's annual turnover hit £86.1m, a 9% increase on the previous year. Our commercial acumen combined with the Group's purpose of creating opportunities and changing lives has propelled the organisations financial success.

During 2019-20 our success as a leading employer continued as we were recognised as a top employer by Great Place to Work.

As a leading employer and organisation, we know our external environment will continue to challenge us going forward but we will keep enhancing our services and continue to innovate, creating opportunities for communities and colleagues alike.

Our Year in Review centres on our five core values; Authenticity, Enterprise, Success, Passion and Courage.

Roy Williams
Group Chief Executive Officer





Building accessible homes

Since the Group's inception we have been committed to investing into our Corporate Social Responsibility. This year we have continued our ambitious affordable homes programme through our Registered Providers, One Vision Housing and Pine Court Housing Association.

With affordable and quality rental properties in high demand, One Vision Housing opted to provide a high specification build on a collaborative development with Carroll Build – the construction arm of the Group.

A total of 23 affordable new homes at the Southport development were delivered to fulfil the local housing demand, purposefully designed and built for accessibility. The eight houses and 15 flats on the scheme have wet rooms installed and lift access to each property. Our vision to provide inclusive homes for all continues. This is just one of many of the Group's accessible schemes.



Accessible homes – Shakespeare development



Accessible homes – St Oswald's Court



Accessible homes – Shakespeare development

Our Environment

Since our inception we have reduced our carbon footprint by 54%. As a Group we continuously review ways to reduce the environmental impact of our operations.

During 2019/20 we also...

Recycled **4000 tonnes of construction waste**, that's 100%.

Recycled **100% of our office waste** which equated to 40 tonnes.

Recycled **650 tonnes of scrap metal** which has provided £200,000 to reinvest into our communities.

Protecting our community

In March 2020, Sovini Trade Supplies donated personal protective equipment (PPE) to two local care homes in the initial stages of the global Covid-19 pandemic.

As a Group we collaboratively identified two care providers who would benefit from the donation of PPE as they carried out crucial frontline services.

Amazing! We have just received a much needed free PPE donation from Sovini Trade Supplies. From all the team at Care Connect thank you all so much!

Care Connect UK



Sovini Property Services carrying out a garden makeover



Sovini Property Services carrying out a garden makeover

Supporting our communities

The Group this year pledged its support to BetterDays Homes, a Liverpool initiative which supports women and children affected by domestic violence.

BetterDays Homes provide a safe sanctuary accommodation. The Group's registered provider One Vision Housing donated furniture packages and Pine Court Housing Association donated cultural culinary equipment.

As well as appointing BetterDays Homes as its charity of the year, Sovini Trade Supplies donated the materials to enable Sovini Property Services to carry out a garden makeover for the residents.

One Vision Housing continued to support local veterans in 2019/20 by contributing to a number of events and schemes including the Veteran Buddy Support programme which provides a unique holistic support service and engagement programme for ex-armed forces personnel, reservists and their families across the Liverpool City Region.

In addition, as a Group we supported food banks, donating pallets of food and essential supplies over the Christmas period to local organisations including Veterans HQ, Seaforth Family Wellbeing Centre and the South Sefton Food Bank.

In 2019/20 the Group's Pride of Sefton canal boat also continued sailing providing educational trips for those in our communities.



Remembrance Day celebrations aboard the Pride of Sefton

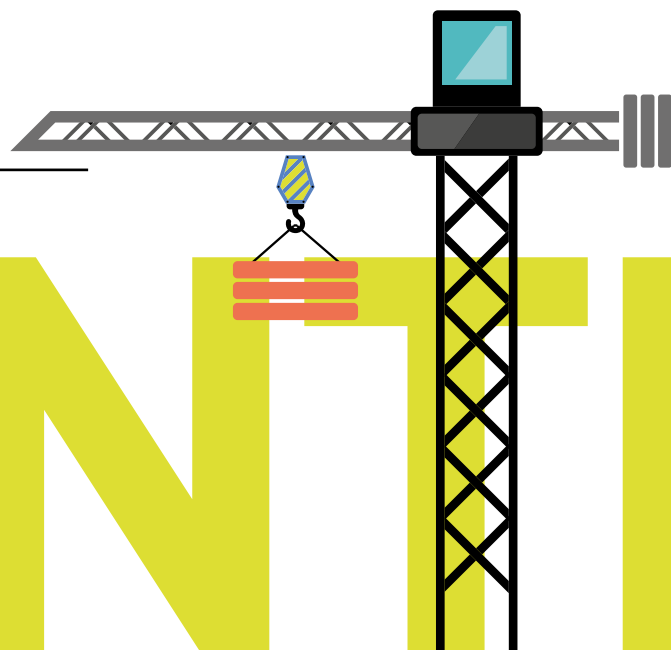
The team at BetterDays Homes is overwhelmed with the generosity of The Sovini Group and the ongoing support we have received, not just from the business but individuals from across the organisation.

Cynthia Monteverde
BetterDays Homes Manager



Food Bank donations

ENTERPRISE



Building success

During 2019/20 construction on our flagship £3.5m Sovini Trade Supplies distribution centre began.

The Carroll Group, part of our Group, are working collaboratively with Sovini Trade Supplies on the 2.4 acre Sefton site. The new distribution centre is set to welcome new and existing customers, customers which will support the business' continued growth across the North West.

Creating opportunities

During 2019/20 we recruited a further 17 new apprentices to our thriving organisation, to develop their skillset, confidence and knowledge to develop a successful career.

As a leading Apprenticeship provider in the UK, we hosted our first Apprenticeship Showcase event. The event, aimed at students and their parents, highlighted the wide range of opportunities available across the Group.

Our expert People and Learning Team provided valuable hints and tips to school leavers and sixth form students as they begin to seek employment in the near future.

Developing communities

Pine Court Housing Association's Livingstone Park development welcomed new residents as they handed over the first phase of new homes this year. This new development is set to increase Pine Court Housing Association's portfolio by 10%, creating 49 high quality, affordable homes in Rock Ferry, Wirral.

In 2019/20 One Vision Housing invested nearly £33m into their current homes and over £39m in the development of new homes as part of our Group's vision to develop high quality affordable housing.

During 2019/20 One Vision Housing built a total of 219 new homes and has plans to develop a further 994 by 2024, taking its ambitious development programme total to 1,896 homes.

Our development overview for 2019/20:

Livingstone Park, Rock Ferry, **49 homes**
– Affordable Rent



Church View, Birkenhead, **47 homes**
– Rent to Buy



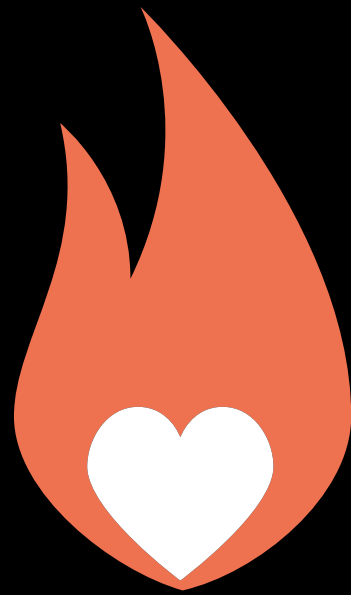
Hertford Gardens, St Helens, **43 homes**
– Rent to Buy and Affordable Rent



The Willows, Pensby, **35 homes** – Rent to Buy, Affordable Rent and Shared Ownership



Our passion for changing lives continued through 2019/20 as we generated close to £34m of social value, which provides a £10 return on every £1 spent (approx.).



Sovini Property Services supporting Widnes Cancer Support Centre

Our care for our communities

In addition to the passion for our communities displayed by our Registered Providers, Sovini Property Services carried out the refurbishment of the Widnes and Runcorn Cancer Support Centre.

The refurbishment was part of Sovini Property Services Corporate Social Responsibility pledge to the Fusion21 procurement framework, after securing a contract with Halton Housing to deliver domestic heating installations.

Our commitment to our communities continued as Sovini Trade Supplies supported local hospice, Zoe's Place Trust. The donations from employees and customers contributed to the Trust's ongoing work to provide palliative, respite and end-of-life care to babies and infants aged from birth to five, suffering from life-limiting or life-threatening conditions.



World in One City football league

A kick-off with passion

During 2019/20 the Group proudly sponsored the 'World in One City' football league for the 2020 season. The aim of league is to unite people from diverse backgrounds and cultures living within Liverpool through football.

The funding will support the ongoing running costs including pitch hire, referees and coordinators to oversee the league which includes teams from Yemen, Zimbabwe and Iran as well as 'A Better Tomorrow' refugee team.

“ We are delighted to be sponsoring the 'World in One City' football league. As an organisation we are passionate about creating diversity in the workplace and World in One City truly promotes a culture of inclusion. ”

Roy Williams
CEO



“ We would like to thank Pine Court Housing Association for their generous donation of food and supplies to The Florrie. We rely on donations like this to help deliver essential services to the L8 community and we appreciate Pine Court's continued support. ”

Anne Landon
Chief Executive
Officer of
The Florence
Institute for Boys



PASSION



Workplace equality and diversity

In 2019/20 we continued to buck the national trend on gender pay. The Group's latest gender pay analysis revealed salaries of female members of staff compare favourably with their male colleagues.

The report revealed a **2.67% gap in favour of female employees**, compared to the UK average of 8.9% in favour of men.

Each month our Equality and Diversity forum gathers to develop workplace initiatives which help us diversify our workforce. The forum often welcomes leading experts from across the UK to discuss hot topics, initiatives and provide inspiration. The forums ultimate aim is to provide an inclusive working environment for all.



As a Group we are passionate about ensuring everyone, regardless of their background, race, ethnicity or gender, has an equal opportunity to thrive. We want to attract and retain the best people in order to ensure we provide the best service to our customers.

Kerry Beirne
People and Learning Director



COURAGE



Mental Health Awareness

To mark Mental Health Awareness Week we provided colleagues with a wide range of courses covering topics such as:

- Sleep cycles
- The value of kindness
- Behaviour adjustments
- Effects of kindness on mental health
- Practising kindness in the workplace

As part of our employee Health and Wellbeing programme we continually look at new ways to support colleagues to have positive mental health, both in and outside of their working environment.



Staff celebrating Pride Week



Staff enjoying Glastini Festival



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