

# SBFM wins Best Business Award for Evolve programme

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SBFM is the winner of the Equality, Diversity and Inclusion Programme category at the 2025 Best Business Awards. SBFM has supported over 2,000 individuals through mentorship, training, and employment opportunities, generating £2.8 million in social value. It won for its overall ED&I approach and its innovative *Evolve* programme, which provides tailored support, training, mentorship and career opportunities across the FM Industry.

The *Evolve* initiative won for its strong focus on underrepresented groups that face barriers towards employment, providing them with workshops, coaching and digital learning support for careers. These groups include ex-offenders, the homeless, ex-armed forces personnel, ex-sports professionals, the long-term unemployed, care leavers, neurodivergent people and people with disabilities.

SBFM was also praised for its collaboration with over 40 *Evolve* Partners consisting of clients and industry leaders. By working together, SBFM expands career pathways beyond FM by offering sustainable employment opportunities across multiple sectors. It also supports ex-offenders by partnering with 11 prisons and the Ministry of Justice. Colin Shute, founder of SBFM, is also co-chair of the Yorkshire Employment Advisory Board.

The chairman of the Best Business Award judges said: "Congratulations to SBFM for developing its own socially inclusive initiative called *Evolve*. As a groundbreaking equality, diversity and inclusion, and social value initiative, *Evolve* provides support, training, mentoring and career opportunities in facilities management to the marginalised and disadvantaged. The company works closely with its partners to develop clear career pathways for people who are often overlooked and aims to get them into long-term employment. Well done to SBFM for breaking down barriers and paving the way for a fairer, more diverse,

and more inclusive facilities management industry."

Matt Chapman, CEO of SBFM said: "It is a huge honour to win the Best Business Award. Since our chief people and culture officer Kelly Dolphin and I developed the *Evolve* scheme, it is helping more people than we could have possibly imagined. *Evolve* is delivering a real, measurable impact for our employees, and this win is testament to that."

Now in its 10th year, and globally recognised, the Best Business Aware are one of the longest standing, well established and accessible business awards bodies.

Due to its high profile, the Awards attract a wide range of entries from across all sectors from across the world; large international PLCs and public sector organisations to dynamic and innovative SMEs. The winners all have one thing in common – they are truly outstanding at what they do.