

# Rosgal – Social Value Initiatives (General)



## Social value – Supporting local communities and the environment through our works

By actively engaging with local communities before, during, and after construction, we have developed a proven track record of delivering economic, environmental, and social impacts.

Our social value strategy is overseen by our HSE & Q Director, Kerry Penrith, who will support you to achieve your social value targets.

Our social value strategy includes:

- ✓ Setting out **leadership accountability** and sponsorship for specific areas of social value.
- ✓ Setting **social value indicators** and reporting our social value performance on a quarterly basis.
- ✓ Embedding our **social value principles** within our procurement strategy.
- ✓ Including our social value targets within our mandatory **staff induction programme**.
- ✓ Including our social value principles within our **supply chain terms and conditions**.

We also support our local communities and protect the environment through the following methods:

- ✓ Creating a **local workforce** which is not discriminated against.
- ✓ **Providing initiatives and support** for local charities and our communities.
- ✓ Reducing our **carbon footprint**.

## Investing in our employees

Since 2018, we have invested more than £214,000 and 3,840 hours into employment and training.

As a living wage employer, we value our employees, and this is reflected in our excellent retention rate.

100% of our employees have a permanent address in Greater Manchester and over 92% of our employees have been with us for more than 2 years.

Critical to our success is recruiting, training, developing, and retaining the best talent.

The economic sustainability of our business is centred around the development of our employees and we ensure that our methods of development are both specific and relevant.

How we focus on the development of our employees:	Example / explanation:
We undertake annual and <b>personnel performance reviews every six months</b> to identify specific training needs.	This also includes on-site training need assessments.
We deliver <b>specific training courses</b> .	Over the past 2 years, we have delivered over 15 courses for our partners and staff.
We invest in extensive <b>on site and office training</b> .	Over the past 3 years, we have invested more than £214,000.

Our employees have access to:

- ✓ Childcare.
- ✓ Flexible hours.
- ✓ The right to join a union.
- ✓ Exclusive discounts with 'Business Travel Network' who provide bikes, bike repairs and biking equipment.

### Building a diverse workforce and engaging with unrepresented groups

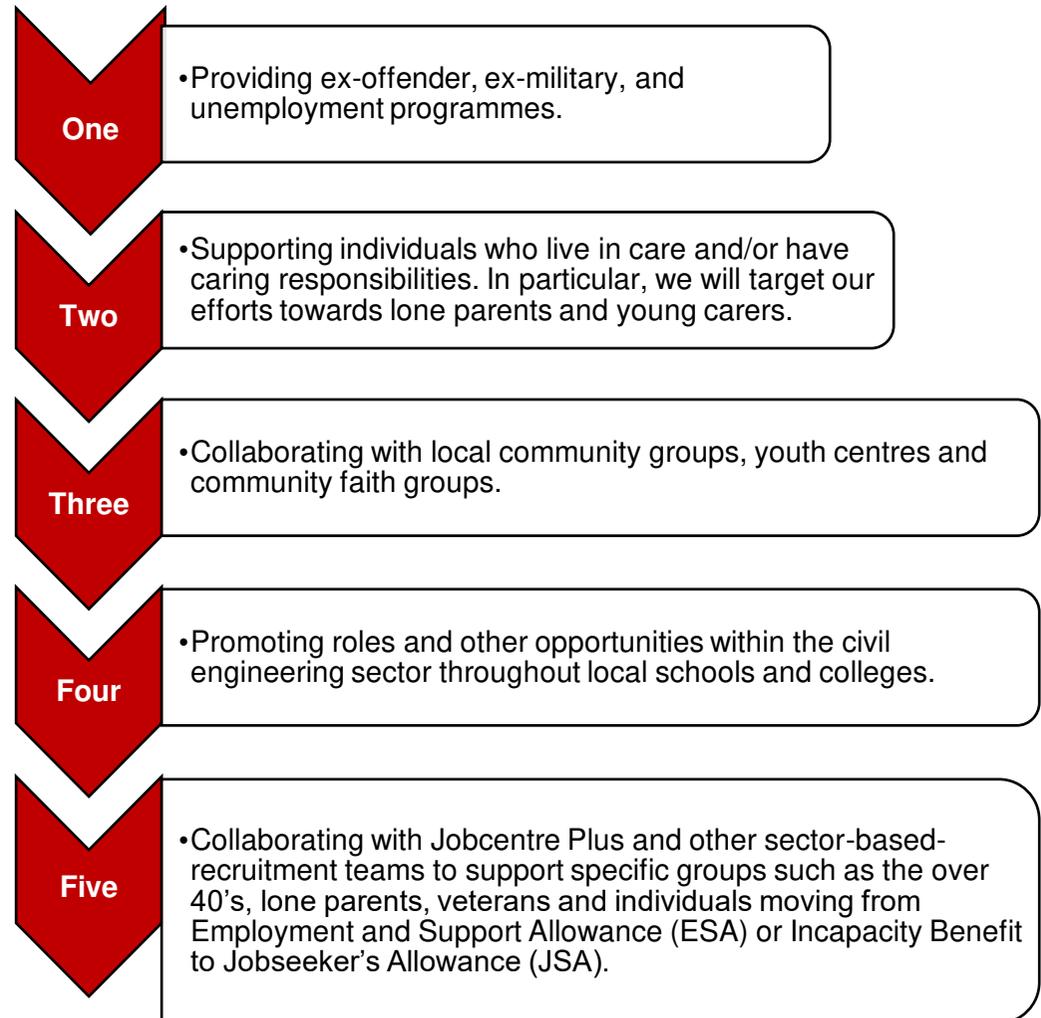
As a responsible employer, we create employment opportunities for local people, build a diverse workforce and reduce the levels of unemployment throughout the North West of England.

We partner with statutory bodies and third sector organisations including 'Job Centre Plus' to support you and your social value targets.

Specifically, we will help you to achieve your social value targets by:

- ✓ **Liaising with Jobcentre Plus** to identify individuals who have been unemployed for long periods of time.
- ✓ Receiving over **40% of applicants from females.**
- ✓ Employing 4 young people from the local community who are **ex-offenders.**
- ✓ Working with the '**Skills Agency**' and provided work experience for ex-offenders.
- ✓ Identifying groups who require additional **reading and writing skills** through our training and development matrix.

We will continue to focus our efforts towards underrepresented groups through the following 5 methods:



## Encouraging a career within civil engineering

Developing new talent is fundamental to building the workforce of the future.

We will continue to support, encourage, and engage with potential employees by:

- ✓ Continuing to be an active member of **'Women in Construction' events**. Our HSE & Q Director, Kerry Penrith, and our Administrative Assistant, Nicole Howell, have already attended a wide range of these events.
- ✓ Promoting **1 work experience placement** through local schools and colleges in the summer.
- ✓ Conducting **4 CV writing sessions** in local high schools and colleges.
- ✓ Providing **5 career advice workshops** per year in local high schools and colleges.
- ✓ Taking on **2 apprentices** from the local area (worth £14,000 per year per apprentice).



### Creating an equal workforce through our Equality Policy

As an Equal Opportunities employer, we positively welcome applications from all candidates regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

Our Equality Policy highlights our commitment towards diversity, equality, and inclusion. We protect our employees against unlawful and unfair discrimination in the workplace and we celebrate our differences.

## Our apprentices

Like all of our full time and part time employees, all of our apprentices are made to feel welcome, valued, and included.

Over the past 24 months, we have trained nine apprentices with hands on and practical work experience as part of their NVQ Level 3.

We provide our apprentices with continuity of work and excellent training and support.

Our apprentices have also worked on several improvement and repair schemes.

Over the past 2 years, we have also supported 2 work experience placements which have allowed young people to solve problems creatively, gain new skills and explore our business and the civil engineering sector.

## Creating a local supply chain

We support local businesses, prioritise the use of local subcontractors and create procurement opportunities for suppliers.

Our approach will include:

- ✓ **Treating our suppliers fairly** and using our purchasing power to make sustainable procurement decisions.
- ✓ Being a signatory of the **Prompt Payment Code** and paying suppliers promptly.
- ✓ Assessing the corporate **responsibility performance** of the suppliers we engage with.
- ✓ Ensuring all products and services have **positive social and environmental impacts**.
- ✓ Developing **minimum supplier sustainability standards**.

## Examples of our recent initiatives:

### £10,000 contribution to Cornerstone Day Centre

We participated in the '2019 Cornerstone Big Sleepout' and donated £10,000 to their day centre in Manchester.

As a result, we were able to provide a homeless pod for one year which ensured that a large group of homeless people had a safe place to sleep.



*A homeless pod which we provided for Cornerstone Day Centre in Manchester*

### £1,000 contribution to MIND in Manchester

We have recently contributed £1,000 to MIND in Manchester, a leading mental health charity based in the local area.

MIND in Manchester have recently adjusted their support network to help people living in Manchester during the Covid-19 pandemic.

With our support, MIND in Manchester can continue to provide local residents with reliable information and confidential support in regards to mental health issues.

**Our operatives volunteer for at least 20 hours per week to provide local foodbanks in Greater Manchester with food parcels (£14,440 worth of time invested so far).**

### £2,900 worth of support for community planting days in Hulme

We contributed more than £2,900 worth of support for community planting days in Hulme.

We provided 3,000 wildflower bulbs and 100 hanging baskets which helped us to bring the local community together for a good cause.



*Community planting days in Hulme*

### £3,000 worth of support for 'Moodswings' in Manchester

We are working alongside charity 'Moodswings' to help people recover from severe emotional distress and mental health issues.

From its centre in Manchester, Moodswings reaches out to families across the North West of England and beyond with a message of real hope and optimism.

We have donated a Friendship Bench in Ladybarn to promote this charity and help more individuals who might be struggling.

### £13,000 worth of support for 'The Bread-and-Butter Thing'

We are supporting 'The Bread-and-Butter Thing' to deliver a wide range of daily support and much needed supplies to vulnerable and low-income families across Manchester and Liverpool.

We have also been happy to pay for their driver who is collecting essential food supplies for food banks across the region.

### **£6,200 worth of support to reconstruct a hazardous footpath at Islington High School**

We have recently completed works at Islington High School in Ancoats to reconstruct a footpath which had been a cause of concern for local residents due to its poor condition. Due to insufficient funding from the high school, it was vital that we stepped in and paid for this project in order to protect the safety of staff and students.

Our operatives constructed the footpath during the 6-week summer holidays to make sure that the area was safe for students when they returned.



*Islington High School*

### **Over £1,089 of materials and in-kind labour given to local charities through the 'Irish Residents Association of Golfers' in Chorlton**

We have recently donated £1,000 worth of materials and in-kind labour to local projects and charities through the 'Irish Residents Association of Golfers' in Chorlton. The Irish Residents Association of Golfers support a number of different charities across Greater Manchester including Francis House Children's Hospital, The Christie Charitable Fund and The Children's Adventure Farm Trust. Through our ongoing support, we have now become a registered sponsor with this charity.

### **£1,500 worth of support for the 'Manchester Toy Appeal'**

We have recently made several donations worth £1,500 to the 'Manchester Toy Appeal'.

The Manchester Toy Appeal is organised each year by local residents Dee and Chris Drake and it has been in operation since 2013.

The Toy Appeal provides children who are living in poverty with toys at Christmas regardless of their race, religion, or gender.

We also provided the Toy Appeal with a van and a driver who distributed these toys to various charities across Greater Manchester. As a result, our support helped to make Christmas Day special for deprived children across the North West of England.



*Food and supplies donated to the 'Manchester Toy Appeal'*

### **Contingency fund worth over £25,000 for our employees and subcontractors**

Rosgal have offered help, advice, and a contingency fund worth more than £25,000 for our existing employees, new employees, and subcontractors to support them throughout the Coronavirus pandemic.



### **£5,000 to upgrade a pedestrian crossing near Salford Royal Hospital**

We have recently worked in close partnership with Transport for Greater Manchester (TfGM) to upgrade a pedestrian crossing located near Salford Royal Hospital. The outdated design of the crossing had made it difficult for motorists to see and it had been subject to numerous complaints from local residents.

Therefore, we acted quickly and invested in the project as we wanted to prioritise the safety of local residents. The works were completed expediently and under challenging working conditions during the first Covid-19 lockdown. Because of our efforts, people in the area can now cross safely and we are hopeful that it will encourage people in the local area to walk there more often. The crossing has also made it easier for staff to access the hospital and we are proud to have supported our healthcare workers throughout the Coronavirus pandemic.



*Salford Royal Hospital*

### **£10,000 worth of support for 'Timperly Boneshakers'**

We recently donated £10,000 to support Timperly Boneshakers and their annual 'Santa Cycle Ride'. We also raised funds for the Children's Adventure Farm Trust and provided our support for terminally ill, disadvantaged and disabled children throughout the North West of England.



### **£10,000 worth of support for 'The British Heart Foundation'**

We were saddened to discover that Manchester has the highest premature death rate for heart related diseases in the UK.

Therefore, we donated £10,000 to 'The British Heart Foundation' in Manchester who research cures and treatments for heart and circulatory diseases.



### **Re-established power at Hardy Farm and provided new drainage at a local football stadium (£30,600)**

We have recently re-established power at Hardy Farm in Brookburn Road, Manchester. Hardy Farm is a family friendly park which local residents use and enjoy on a daily basis.

Local residents were concerned that the area had become unsafe at night-time due to a power outage in the local area.

Therefore, we provided an immediate response to tackle these concerns and restore power to streetlamps throughout the park. (£8,700).

We have excellent working relationships with this client and, as a result, we undertook these works free of charge.

We have also provided the client with new drainage at a local football stadium to prevent flooding on the pitch and in the stands (£21,900).



*Hardy Farm in Brookburn Road, Manchester*

### **Refurbishing Brunswick Parish Church, Manchester (£10,600 invested so far)**

Brunswick Parish Church is currently being refurbished and upgraded into an inspiring, warm and eco-friendly community facility. With our support, the local community will be provided with modern, accessible facilities and a place where they feel cared for and comfortable.

As part of our social value commitments with Manchester City Council (MCC), we have begun to donate storage facilities and skips to Parish Brunswick Church. We have also provided the church with volunteers who have helped to move supplies and knocked down the wall to the church car park to improve access for local residents (£10,000 invested to date).



*Outside Brunswick Parish Church, Manchester*

During the later stages of the project, we will be constructing a ramp which disabled and elderly residents will be able to use to access the church (£6,000).

Over the coming weeks, we will be liaising with site representatives of Brunswick Parish Church to discuss the reinstatement of the church car park (£300).

### **Providing paint and paint brushes to upgrade Thomas Street Car Park, Manchester (£500)**

We have recently donated £500 to provide local volunteers with paint and paint brushes to improve the appearance of Thomas Street Car Park in Manchester.

As a result, we have helped to ensure that the car park is an attractive and appealing area which local residents can use to park their cars and access the city centre.



*Thomas Street has been transformed into a more attractive area for local residents to use*

### **Providing a large sack of wood chippings (£787)**

We have supported 'Friends of Sackville Gardens', 'Friends of Manchester's Gay Village' and Manchester City Council (MCC) a large sack of wood chippings which have been used to titivate which have been used to titivate the new flower beds in Sackville Gardens.

The left over chips were then used to upgrade the main entrance to the gardens.

With our support, Manchester City Council and Friends of Sackville Gardens can continue to protect the environment and encourage local residents in Manchester to get outdoors and participate in environmentally friendly activities.



*The new flower beds in Sackville Gardens*

### Upgrading Chorlton Water Park's car park, South Manchester (£48,000)

Chorlton Water Park is a popular attraction in South Manchester for thousands of visitors every year.

The car park is currently limited and, as a result, there are a large number of people parking in the surrounding streets, causing traffic to become congested.

Therefore, we have liaised with the parks lead to resurface the car park and minimise disruption to local residents.

We will also be placing bollards on a number of the surrounding junctions to prevent people from parking dangerously on corners at Mersey Bank Avenue, Hallows Avenue, and Darley Avenue.

One of our site engineers has recently liaised with Jessica Conley, Amanda Salmon, and Loraine Murtagh to discuss the project.

(Price: £48,000).



*We will refurbish the car park and improve access for local residents*

### Providing 50 road-closed signs to support Manchester City Council's 'Clean Air Day' (£2,150)



We have recently provided Manchester City Council with 50 road-closed signs to support Manchester City Council's 'Clean Air Day' on June 17, 2021.

The road signs were delivered to high schools across Greater Manchester to reduce road traffic in the local area and protect young children from air pollution.

MCC's Clean Air Day helps to create cleaner, safer streets in Manchester where children can play and learn with one another.

The total cost of the signs was £2,150 (including delivery).

### Facilitating the construction of Parsonage Pocket Park in Withington

Over the past 18 months, Rosgal has been involved in the refurbishment of Parsonage Pocket Park in Withington.



*Parsonage Pocket Park*

With our support, the park has been refurbished from a rundown and neglected space into a community green asset.

The park has been completely relandscaped (including mobility access) and it will be supported by MCC's Ground Maintenance Team alongside Britain in Bloom. It was also planted by a new friends group (Friends of Parsonage Pocket Park).

### **Working with Navigators to provide employment for 4-6 young people (40-60 hours invested per week)**

At Rosgal, we proactively promote employment and provide economic sustainability.

We create employment opportunities for local people, build a diverse workforce and reduce the levels of unemployment in our local communities.



Therefore, we are currently working in partnership with 'Navigators'.

Navigators is a dynamic and child centred alternative education provision which supports young people and schools in Manchester.

Navigators endeavours to develop social and ethical intelligence for young people who find themselves outside of mainstream education and society.

We will be working with Navigators to provide meaningful work experience and employment for at least 4-6 young people.

Each young person will be provided with 10 learning hours per week (40-60 hours invested per week).

Through this programme, the 4-6 young people will gain the following qualifications:

- ✓ NCFE Level 1 – Navigators Passport 2 Work.
- ✓ NCFE Level 1 – Navigators Personal Development Curriculum.
- ✓ ASDAN Vocational Short Course (Construction).
- ✓ NCFE Functional Skills in English, Math's & ICT (when needed).



### **Becoming a member of the '100 Trees Club' with Manchester City of Trees (£1,200 including VAT)**

In order to reduce carbon emissions throughout Greater Manchester and become carbon neutral by 2024, we are now a proud member of the '100 Trees Club' through 'Manchester City of Trees' (£1,200 including VAT).



As part of our membership, we will be able to plant 100 trees throughout Greater Manchester over the next 12 months, participate in CoT networking events, and allow up to 5 of our employees to participate in two Citizen Forester Volunteer days per year.

### **Providing 16 repeater signs on Store Street, Manchester City Centre, for Manchester City Council (£2,600)**

We have recently provided 16 repeater signs to assist Manchester City Council with additional 20mph signage on Store Street, Manchester City Centre.

Our skilled and competent operatives have attached the signs to 8 of the existing lighting columns between A6 London Road and Milbank Street in accordance with the Traffic Signs Regulations and General Directions 2016.

By their nature, urban roads are complex as they need to provide safe travel by foot, bicycle, and motorised traffic. Lower speeds benefit all urban road users and, as a result, setting appropriate speed limits is an important factor in improving urban safety.

Therefore, with our support, the roads in the city centre will be much safer for local residents to use.

## Supporting local workers and volunteers

- ✓ We wanted to support our local heroes for their hard work throughout the Coronavirus pandemic.

Therefore, we donated a VIP box and **three luxury seats worth £500 at the Rex Cinema for three NHS workers.**

- ✓ We have donated food and supplies worth **£600 to local volunteers at local foodbanks** who cook meals on a daily basis for the elderly and vulnerable who are currently living in isolation.

## Supporting local schools

- ✓ We are offering our ongoing support and providing donations to the **Grange School in Levenshulme**. This is a local school who provide education and support for children with additional needs. So far, we have donated food parcels and classroom supplies such as playdough, poster paints and a paddling pool worth **over £500**.



*A letter of thanks from  
'Timperley Boneshakers'*

## Supporting local hospitals

- ✓ We have donated vital PPE worth **over £1,250** to protect **NHS workers at a GP Surgery and Macclesfield Hospital**. These workers were in desperate need of face masks and hand sanitiser due to the Coronavirus pandemic.



## Supporting local landmarks and public attractions

- ✓ We provided **£3,500 worth of support** to provide disabled access at **St. Winfred's Church in Heaton Chapel**. We also installed a number of flags on top of the building which helped to improve the attractiveness of St. Winfred's Church.
- ✓ We contributed **£500 to Hulme Garden Centre** to support their environmentally focused work. We also met with a representative from the garden centre and provided them with a site survey and project overview to outline how the surrounding area can be developed and enhanced.

## Supporting the homeless and the unemployed

- ✓ We recently contributed **£4,500 towards Perry's Pantry**, a foodbank located in the heart of Manchester who deliver food parcels to help combat food poverty and hunger throughout the North West of England.
- ✓ We donated numerous food parcels worth **over £300 to Ardwick and Longsight Food Bank** to support the homeless and other local people who are living in poverty. We also provided them with a driver for one year who delivered food parcels to families throughout the North West of England.
- ✓ We supported **'Coffee 4 Craig'** in Lancaster with a **£500 donation** which helped them to refurbish a building on Ducie Street in Manchester into a new drop-in centre for the homeless.

## Supporting local charities

The table below showcases the extensive contributions which we have made to local charities.

Charity	Support provided
<b>Stopford Cat Rescue Centre</b>	We realise how beneficial pets can be for local residents and we have been happy to support Stopford Cat Rescue Centre with a <b>£200</b> donation to support the homing and neutering of cats in the local area. We will continue to support their work throughout 2021 and donate <b>£50 each month (£500 invested to date)</b> .
<b>Little Sisters of the Poor</b>	We provided 'Little Sisters of the Poor' with a <b>£500 donation</b> to support the poor and elderly throughout Greater Manchester. We will continue to provide this charity with our ongoing support throughout 2021.
<b>Young, Gifted, and Green</b>	We sponsored the multi award winning 'Young, Gifted and Green' show at St Bedes College in Manchester. Through the show, we were able to raise over <b>£6,600 for the Christie Care Hospital</b> and support local residents living with cancer. The Christie Care Hospital work with world class clinicians to provide the best care and treatment possible.
<b>Children in Need</b>	We recognise that child poverty is an urgent issue across the North West. To tackle the issue, we purchased and produced our 2020 calendars from Countryfile which provided <b>more than £600</b> worth of support for Children in Need.
<b>Chelwood Independent Foodbank</b>	We are saddened to hear about the urgent support which children and families require in the local area. Therefore, we have made donations worth <b>over £300</b> to the 'Chelwood Independent Foodbank' in Stockport who are completely reliant on support from the local community. We will continue to <b>support their crucial work throughout 2021</b> .
<b>Manchester Street Angels</b>	We supported Manchester Street Angels with a <b>£300 donation</b> for the Christmas Shoe Box Appeal who distribute toys to vulnerable and disadvantaged children at Christmas. The Shoe Box Appeal also work closely with 'Women's Aid' and victims of Domestic Violence.
<b>My CWA</b>	We recently <b>donated £750</b> to 'My CWA' to support families in Cheshire who have been affected by domestic abuse. As a result, we have helped to build a community where adults and children can live free from the fear of domestic abuse.
<b>Glebe Farm</b>	Glebe Farm is a picturesque farm located in the Astbury, South Cheshire. With our <b>contribution of £1,000</b> , the farm can continue to be a family friendly visitor attraction.

## Other social value contributions in 2021

The table below outlines the contributions which we have made so far in 2021 (not mentioned above).

Source of social value	Description
<b>Supporting ‘Britain in Bloom’ and ‘The Manchester Park Scheme’ (pledged to contribute £1,000)</b>	We have pledged to <b>contribute £1,000 towards Britain in Bloom and The Manchester Park Scheme.</b> As the nationwide gardening competition, Britain in Bloom is a powerful tool for building communities and tackling local issues. With our support, Britain in Bloom can continue to protect the environment and encourage people across Manchester to get outdoors and participate in environmentally friendly activities. The supplies which we will provide include plants, bulbs, and flowers worth over £1,000. These supplies will also be donated to various green spaces in Manchester including Parsonage Gardens and Sackville Gardens.
<b>Providing 500 one tonne bags to the ‘Manchester Toy Appeal’ (£1,500)</b>	Alongside our support for ‘The Manchester Toy Appeal’ in 2020 (as mentioned above), we have recently provided this charity with <b>500 one tonne bags which will be used to deliver presents to children at Christmas who are living in poverty across Greater Manchester (£1,500).</b>
<b>Continuing to upgrade our fleet to electric powered models (Price TBC)</b>	In our efforts to be carbon neutral by 2024, we have recently purchased a new <b>electric powered van</b> and installed <b>2 new charging points</b> in our yard. Our <b>HSE &amp; Q Director has also replaced her company car</b> with a new electric-powered model.

ROSGAL WILL BE  
CARBON NUETRAL BY  
2024

## Our Carbon Reduction Policy

We understand that the civil engineering sector can – and must – do more to combat climate change and cutdown on the number of carbon related emissions which we emit.

By implementing new and innovative carbon reduction methods throughout our works and within our local communities, we will be carbon neutral by 2024, 26 years earlier than the national target of 2050 and 14 years earlier than Greater Manchester’s target of 2038.

Our approaches are imbedded within our ‘Sustainability Strategy’.

Our commitment towards carbon neutrality will be achieved through the effective operation of our environmental management system which is reviewed every 6 months by our Managing Director, Garry O’Neill, to ensure that we maintain our high levels of sustainability.

Our Carbon Reduction Policy adheres to:

- ✓ The UK’s **Carbon Reduction Plan** and the **2008 Climate Change Act**.
- ✓ **The Pathways Analysis** which looked at the key changes which the UK will have to make to be carbon neutral by 2050.
- ✓ **The UK’s net zero target** which aims to reduce the UK’s greenhouse gas emissions by at least 68% by the end of the decade when compared to their 1990 levels.

## Our ISO: 14001 Environmental Policy

Our ISO: 14001 certified Environmental Policy and Environmental Management System are owned by our Managing Director, Garry O’Neill.

This policy outlines a suite of key performance indicators in regards to our carbon footprint and environmental impact which are collated, reviewed, and reported to our board on a quarterly basis.

## Our carbon reduction aspirations

We are constantly striving to reduce our carbon footprint and we are at the forefront of new technology.

Our small, agile team allows us to adapt our approach in a quick and cost-effective manner.

The table below demonstrates how we will work towards carbon neutrality over the coming weeks and months.

<b>Carbon reduction methods which we will implement:</b>	<ul style="list-style-type: none"><li>✓ In 2021, we will reduce our current <b>energy usage and carbon emissions</b> by 12%.</li><li>✓ In 2021, we will also reduce our landfill waste by <b>95%</b>.</li><li>✓ Updating our fleet to <b>hybrid and electric models</b>.</li><li>✓ Switching from internal combustion powered saws to <b>battery powered models</b>.</li><li>✓ Switching our internal powered pumps to <b>electric powered units</b> with the use of solar energy. This will minimise our reliance towards combustion powered units.</li></ul>
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## How we reduce our carbon footprint in our office and throughout our works



### Our staff

- ✓ Promoting our 'cycle to work' scheme which is available for our employees.
- ✓ Our HSE & Q Director, Kerry Penrith, holds regular sustainability days for our employees and we have now began to hold these online in order to adhere to Covid-19 restrictions. These provide our employees with education, guidance and support on how they can use our new carbon reduction methods to reduce their own carbon footprint.
- ✓ Collaborating with local councils to implement low carbon events and initiatives.



### Our operatives

- ✓ Encouraging our operatives to car share whenever this is permitted under Covid-19 regulations.
- ✓ Adding a restrictor to all vehicles. All vans have been restricted to 62mph. By 2022, this will have reduced our fuel consumption by 14%.
- ✓ Partnered with Motorvate who verify our carbon emissions on a 12 month basis.



### Our office

- ✓ Using video conferences for our business meetings whenever it is possible to do so.
- ✓ Increasing the amount of natural and LED lighting in our office to reduce energy usage by 93%. Our heating and ventilation systems now automatically switch off after a set amount of time.
- ✓ Monitoring and reporting upon the number of carbon emissions which we emit.
- ✓ Reducing the amount of paper which we use by 93%.
- ✓ Consolidating our work premises into one yard and one office – reducing our office related emissions by 50%.



### Our works

- ✓ Using low carbon concrete mixes such as fly ash, slag, and calcined clays which emit 55% fewer carbon emissions.
- ✓ In 2019, we invested over £90,000 to update our vehicles and machinery. All vans now meet Euro 6 emission standards, and all plant has now been replaced by battery powered models and low emission engines to reduce vehicle emissions by 8.36%.
- ✓ Upgrading our fleet to low emission models and utilising a smart access control system.



### Our materials

- ✓ Sending 100% of our recyclable materials to recycling plants.
- ✓ We work extensively with waste disposal specialists and 'A1 Services' who are one of the most experienced and reliable company's in Manchester when it comes to the disposal of hazardous, non-hazardous and inert soils. We also reuse and recycle these materials whenever it is possible for us to do so as part of our 'Reduce, Reuse, Recycle' Policy.
- ✓ Sourcing our aggregate materials through Aggregate Industries. Aggregate Industries are class leading in this field and they constantly strive to reduce their carbon footprint. They also work towards carbon neutral products with the use of carbon offset methods and new processes.

## We are now a proud member of the '100 Trees Club' with 'Manchester City of Trees'

We have recently become a member of the '100 Trees Club' in our efforts to be carbon neutral by 2024. As part of our membership, we will be able to plant 100 trees throughout Greater Manchester over the next 12 months, participate in CoT networking events, and allow up to 5 of our employees to participate in Citizen Forester volunteer days.