



CREATING ENVIRONMENTS FOR PEOPLE TO PROSPER

We are proudly taking action on the UN Sustainable Development Goals

PRIORITISING PEOPLE



To keep our people safe, well and thriving by promoting a diverse and inclusive culture that promotes positive behaviours and participation in skills and training for the workplace.



SAFE

- AFR = 0
- AIR = 2.10
- 100% of employees engaged in behavioural safety programme



WELL

- 100% of employees engaged in mental health training and awareness programme



THRIVING

- Increase gender balanced teams throughout Group
- Increase employees training attainment
- Increase supply chain training days

REDUCING ENVIRONMENTAL IMPACT



To embed a culture of environmental responsibility throughout our workforces and workspaces by reducing waste, sourcing responsibly and minimising our carbon emissions.



WASTE

- 100% diversion from landfill
- 100% of employees trained in sustainability impact assessment



RESPONSIBLE SOURCING

- 100% of procurement spend in line with our Procurement Policy
- Reduce single use plastics



CARBON EMISSIONS

- 10% year on year increase in the number of hybrid vehicles in fleet
- Optimise design solutions for the built environment

TRANSFORMING COMMUNITIES



To promote prosperity in the communities we work and live in and to empower our people and supply chain to contribute their time, skills, passions and expertise to improve communities.



PROSPERITY

- Successful year on year delivery of the Community Big Challenge



SUPPLY CHAIN

- Increase in supply chain engagement in community and charity events
- 100% of Projects and Programmes aligned to bespoke community engagement plans



EXPERTISE

- 100% of employees fulfil a minimum of 2 volunteering days

BUILDING A POSITIVE LEGACY



To grow our business with integrity through positive partnerships that builds a lasting positive legacy for tomorrow.



PARTNERSHIPS

- Increase number of stakeholder partnerships helping to deliver our purpose



LEGACY

- Promote local, fair, inclusive and sustainable business practises
- Maintain 100% conversion rate on apprentices and graduates
- Embed responsible business education programme across the Group

