

# People Planet Purpose

**2020-2030:**  
A DECADE OF ACTION

**2023**  
UPDATE

 **VolkerWessels UK**

Our framework for a sustainable business



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# INTRODUCTION

The construction industry holds a privileged position in society. Contributing significantly to the national economy, we have the ability to instigate change on a level that can have real impact. At VolkerWessels UK, it remains our ambition to deliver projects that demonstrate design, construction and engineering excellence. These projects enhance the way we live, through innovative engineering solutions across the civil engineering and construction sectors including rail, highways, airport, marine, energy, water, and environmental infrastructure, but only if delivered sustainably, responsibly and with a desire to unlock the long-term social value embedded within these projects.

The last 20 years has seen Sustainability as a strategic model grow beyond recognition, with carbon, energy, social value and inclusion now front and centre in our business, with our external stakeholders and in the public domain. The way we value the natural environment and respect the importance of diversity and solidarity in our communities, and publication of legally binding controls such as PPN 06/20, PPN 06/21 and the Environment Bill, have reinforced the desire to build back better and secure a sustainable and resilient future for everyone.

Since its original publication in 2020, People-Planet-Purpose has become more established around our business, and we have achieved some notable successes across each of the pillars. Our recently created ESG Leadership Group, chaired by our Corporate Responsibility Director and attended by myself, our Managing Directors, Group Procurement Director, and Heads of Sustainability, has also created a platform to formally discuss the strategy.

With the speed of change in the sustainability arena alongside the well reported urgency associated with key areas such as carbon reduction, social value and biodiversity, we felt it important to refresh our strategic approach. This document also provides a look back of our performance since 2020, an update on our key activities during 2022 and introduces changes to our principal measures as our approach flexes to meet the needs of our business and stakeholders.

We will continue to remain bold and resolute in our commitment to respect the environments in which we work, alongside the desire to grow economically and to leave a legacy we are proud of.

**Richard Offord**  
CEO - VolkerWessels UK



# VISION

# 2020- 2030

IS OUR 'DECADE OF ACTION'

VolkerWessels UK's vision is to be the construction contractor of choice by exceeding our stakeholders' expectations, being sustainable, innovative and future-oriented. It is our desire to grow responsibly, with respect for communities and the natural environment, and to leave a legacy we are proud of.

We will use 2020-2030 as our 'decade of action' to take bold action to achieve this vision, aligning our approach internally to our organisational values and existing strategies, and externally to our client expectations, as well as to international, national and industry best practice, including to the Sustainable Development Goals (SDG's).

We will continue to respect our workforce as the foundation of our business by making safety and wellbeing a priority, forging relationships with likeminded clients and supply chain partners, actively seeking to unlock our collective ambition to deliver long-term social value and support our workforce and supply chain in delivering VolkerWessels UK's sustainability ambitions.



# THE PILLARS OF OUR RESPONSIBLE AND SUSTAINABLE BUSINESS

These pillars will act as our guidepost to ensure we make corporate decisions informed by our inherent culture to do business in the right way, as well as recognising that social and environmental risks have interdependencies that touch every part of our business and our supply chain.

Each one of our pillars has three themes and is supported either by working group or function within the business that aims to challenge current thinking, set ambitious targets, develop best practice, share learning and provide a support network to enable the business to grow collaboratively and innovatively.

## PEOPLE

**Putting people at the heart of our approach**

Empowering our workforce to be the drivers of sustainable and responsible change will be key to the delivery of our strategy; they are the foundation of our business so their safety and wellbeing will remain our priority, as will our desire to ensure our workplace is an inclusive and inspiring place to be.

## PLANET

**Protecting and enhancing the natural environment**

Each of our projects is unique and, as such, the environmental risks and opportunities that they present to us are unique. Our ability to address these risks professionally, combined with creatively assessing the opportunities available to us to deliver no net loss or, better still, net positive solutions, will ensure we act responsibly and pro-actively.

## PURPOSE

**Being a trusted, forward thinking and respected business of choice by delivering long-term social value**

Making responsible and forward-thinking choices about the way our projects are executed, and how they will deliver social value, will support our overall vision to be the contractor of choice and encourage us to be a good neighbour in the communities in which we work.

# EMBEDDING OUR APPROACH

This strategy sets the strategic direction for VolkerWessels UK and is fully endorsed by our Board. To fully embed the People-Planet-Purpose pillars of this strategy into our operations, and make sustainability inherent to the way we do business, it has three things at its core.

The first is the belief that being a responsible, sustainable business must be delivered with **substance and integrity**, the second is that it must be delivered with **people at its heart**, and finally it needs to **connect seamlessly** with every part of our business.

It sets a structure that enables us to talk consistently to our stakeholders and, importantly, offers flexibility to our Business Units and projects to direct focus to those areas of greatest value to their stakeholders. This approach engenders trust, respecting that embedding sustainability must be an agile and empowering process at the same time as providing standardisation, transparency and a collective ambition.

To support our ambitions, we will partner with external providers who will ensure our approaches are robust and ambitious.

## Sustainable Development Goals

The Sustainable Development Goals (SDG's) provide a blueprint for the transition needed to a healthier planet and a more just and fairer world – for present and future generations. The 17 Global Goals have been adopted by 193 world leaders and aim to create a better world by 2030, catalyse global action to end poverty, fight inequality and stop climate change. We are aligning our strategy to these goals.



# MEASURES



Measuring and sharing the progress we are making supports our desire to be transparent and build a culture where sustainability is inherent to our business model.

We have set measurable and meaningful targets to monitor progress and challenge ourselves towards stretched, exciting and ongoing progression, alongside highlighting the need for more qualitative sharing of best practice.

## Quantitative Measures

Primary measures and targets have been established and are reviewed on an annual basis. These metrics help us to direct resources to specific areas of focus, and to track implementation across the business.

To quantify the added value to society and the natural environment, we have adopted a range of metrics from the Impact Evaluation Standard to present a defensible and transparent way of reporting tangible social value. Each metric carries a financial proxy value representing the benefit to the individual and to society.

Activity data is captured by our project teams and reported using the Thrive platform.

## Qualitative Indicators

It is recognised that all indicators of success can't be quantified. Qualitative narrative, such as case studies, best practice and story-telling, adds greater depth and richness than numbers alone can provide. This supports our desire to build a culture around sustainability and endorses the spirit of our ambition to contribute positively to society and leave a legacy we are proud of.



# SAFETY AND WELLBEING

The provision of a safe working environment which prevents incidents or injury to our workforce and anyone else affected by our work.

A workforce that maintains good mental and physical wellbeing, free from ill-health.



Principal measures	2020 Target	2020 Actual	2021 Actual	2022 Actual	2025 Target	2030 Target
Accident Frequency Rate (AFR)	0	0.10	0.07	0.09	0	0
Accident Incident Rate (AIR)	0	247	179	235	0	0
Percentage of mental health Champions across the business	5%	4%	4%	5%	6%	7.5%

## Qualitative Indicators of Success

Improving safety metrics are a result of an improving safety culture. Whilst overall culture is challenging to measure, we will continue to prioritise this through our behavioural campaigns, sharing lessons learnt and promoting initiatives to improve processes and safety controls. A broader range of metrics will continue to be captured which will be used to support our growth in this area.

Helping our workforce maintain a healthy work life balance will remain a priority, as will our commitment to supporting a number of national and industry specific pledges and maintaining our accreditation to SEQOHS.

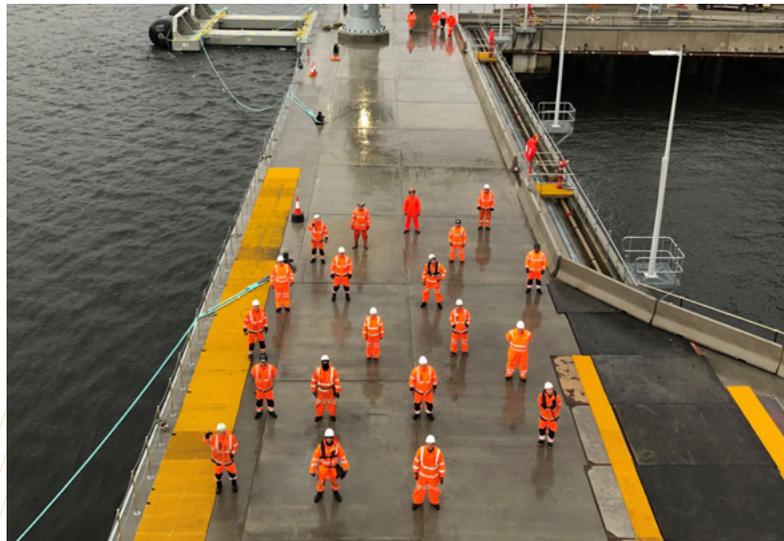
# OUR PROGRESS IN 2022

Health and safety is at the top of our agenda and we continually strive to prevent work related injuries and ill-health amongst our employees and anyone associated with our activities, whilst also protecting their wellbeing.

It is imperative that through the management and development of our employees and, by providing them with an understanding of their roles and responsibilities through training and supervision, we enable them to proactively contribute to the achievement of our objectives and the development of our professional risk and safety management culture.

Our All Reported Injury (ARI) Rate was 0.97, similar to 2021 and lower than prior years, demonstrating our commitment to preventing all accidents. Our Accident Frequency Rate (AFR) was 0.09.

Our occupational health team has continued to place a focus on mental health, as well as physical wellbeing. We have 200 mental health champions across the business, who are trained by Mental Health England to be able to signpost their colleagues to the appropriate support. We provide our people, and their families, with access to resources and supporting organisations, and internal campaigns raise awareness of mental health issues, while highlighting wider national and global activities, such as World Mental Health day.



## Health awareness is key

Our occupational health awareness campaigns tackle a variety of physical health matters, including talks from guest experts as well as informative emails and posters providing simple and easy to understand guidance and tips for how to ensure we look after ourselves. In 2022, this included food and nutrition, menopause, alcohol, back care and sun awareness, as well as an important focus on 'knowing your numbers' which covered blood sugar, blood pressure, cholesterol and weight. These awareness campaigns are supported by occupational health drop-in clinics in offices and on sites.

**OCCUPATIONAL HEALTH**  
Campaign calendar

JANUARY	FEBRUARY	MARCH	APRIL
Diet and nutrition	Sleep	Skin	Heart health
Mental health	Exercise	Summer health	Autism
Cancer	Menopause	Caring for others	Drugs and alcohol

# FAIRNESS, INCLUSION AND RESPECT

We will ensure that VolkerWessels UK is thoroughly inclusive of people from all lifestyles and is enriched by a diversity of perspectives, cultures and backgrounds, characterised by fairness and equality of opportunity.



Principal measures	2020 Target	2020 Actual	2021 Actual	2022 Actual	2025 Target	2030 Target
Percentage FIR Champions across the business	3%	3%	3%	3%	6%	7.5%
Percentage of employees receiving FIR training	New metric in 2023	16%	25%	20%	100%	100%
Percentage of employees who agree that the company values the diversity of its employees, and that they are treated fairly and with respect.	New metric in 2023	-	84%	87%	90%	95%

## Qualitative Indicators of Success

Many of the benefits associated with FIR initiatives take time to embed and be realised in a business. Statistics will demonstrate movement, but it will be the results of our employee survey and the general ‘feeling’ around our offices and sites that will help us understand how a diverse workforce is affecting our culture.

Communication remains key, so we will continue to review how the FIR message reaches our teams across a broad range of initiatives as well as adopting inclusive policies and best practice models.

Storytelling and case studies will be pivotal in sharing the message and promoting success.

We will also be reviewing the training available to our employees to ensure it is specific to their role and responsibilities.

Everyone has a role to play to ensure we remain united in creating an inclusive environment. Our refreshed Fairness, Inclusion and Respect strategy sets out our plans to deliver activities relating to eight FIR focus groups, which will help us achieve our strategic vision of creating a truly inclusive working environment where everyone feels valued, appreciated, and at ease to be their authentic selves.

# OUR PROGRESS IN 2022

Our FIR strategy was refreshed in April 2022 which resulted in the creation of eight new workstreams to add focus and senior leader support to drive our inclusion agenda.

As part of the delivery of the strategy, awareness training was delivered to 669 employees, 66 Champions were inducted and 45 people attended the newly created 'empowering Champions' training. 99 people also attended 'Recruiting for Success' training which has modules on inclusive recruitment, and we have started work on creating phase 2 of our 'Inclusive Leadership' training. This is all supported by a growing library of inclusion resources in our Learning Management System.

We also delivered four campaigns that reached hundreds of people across our company; there were posters (including our new 'talking posters' which uses technology to bring our messages to life), blogs, quizzes, competitions, conversation starters and toolbox talks to help us raise awareness far and wide. We spoke about Disability, Race and Age, as well as supporting Pride and National Inclusion Week.

Our Stonewall Workplace Equality Index submission saw us improve our ranking from 228th to 185th, and we supported three female employees on the Women into Construction 'Moving on Up' programme.

The 2022 'MySay' employee engagement survey revealed that employee experiences relating to diversity, being treated with fairness and respect, and being able to bring your whole self to work, have the greatest impact on employee engagement; in fact, it was the area of the survey to be celebrated the most. As we head into 2023, we have transitioned to the use of 'Fairness, Inclusion and Respect' as our key message.



## FREDIE awards success!

At the 2022 National Centre for Diversity FREDIE awards, VolkerWessels UK were named 'Large Company of the Year' and 'Engineering Company of the Year' as well as being voted the 15th most inclusive organisation across all industries.

The National Centre for Diversity is the UK's leading organisation promoting Equality, Diversity, and Inclusion, and its Most Inclusive Workplaces Index is compiled to recognise the companies that are the best in promoting FREDIE (fairness, respect, equality, diversity, inclusion, and engagement) in the workplace, through implementing excellent policies that deliver transformational change.



# EMPOWERING SUSTAINABLE LEADERS

Our workforce will be supported in their ambitions to enhance their own skills, knowledge and experience in order to embrace and instigate sustainable and responsible change and inspire others to follow.



Principal measures	2020 Target	2020 Actual	2021 Actual	2022 Actual	2025 Target	2030 Target
Percentage of employees undertaking sustainability training	15%	3%	10%	7%	50%	100%
Percentage of employees in 'high influencing roles' attending function specific sustainability related training.	New metric in 2023	-	-	-	75%	90%

## Qualitative Indicators of Success

Empowerment is not solely a result of classroom courses, but also our ability to find alternative ways to address development and helping employees to feel confident in making the right decisions and bring others along on the journey. Approaches will need to be varied; the right solution for the business area and individual.

Sometimes it is difficult to capture growth, development and confidence but personal stories will enable us to share these successes.

# OUR PROGRESS IN 2022

Providing our employees with ongoing access to a wide range of sustainability related learning resources is key to the delivery of our strategy. This includes general awareness as well as specific, targeted training on specialist areas of focus such as low carbon materials, sustainable procurement and working with wildlife.

We continue to host monthly 'Sustainability Share' sessions, open to our workforce to share sustainability updates and best practice as well as inviting external speakers to talk around specialist subjects. These sessions support learning, updates and general guidance made available via our internal Sustainability Hub.

Our ongoing Partner status with the Supply Chain Sustainability School ensures access to over 3,500 sustainability related learning materials, and 120+ e-learning modules remains free for our supply chain.

Our principal measures for empowering sustainable leaders have been amended in 2023 to provide a more robust way of demonstrating the ways in which we provide sustainability related training, education and learning opportunities to all employees, with a particular focus on those employees in high influencing roles; those with the ability to notably shift the dial on the implementation of our People-Planet-Purpose framework.



## Carbon Literacy training for VolkerRail

VolkerRail became Bronze members of the Carbon Literacy Project during 2022 which confirms that the organisation provided 8 hours of carbon training to their senior leaders. 38 delegates in total attended which represented members of the VolkerRail senior management team, HSEQS leadership team and the VolkerRail carbon working group.

Kat Haigh, head of environment and sustainability, VolkerRail commented "We chose to develop a bespoke accredited course with the Carbon Literacy Project because our focus was on engagement rather than technical skills. We wanted to create room for a lively debate about how we can continue to sustain business growth whilst working towards our Net Zero Target. The requirement to set an individual and group pledge for change was an important part of the course and stopped it becoming just another interesting discussion about climate change - its actionable."

**Carbon Literate  
Organisation**  
Bronze



# CLIMATE, ENERGY AND EMISSIONS

Translating and taking positive action to reduce or, wherever possible, eliminate our adverse impacts on climate change.



Principal measures	2020 Target	2020 Actual	2021 Actual	2022 Actual	2025 Target	2030 Target
Percentage reduction in absolute Scope 1 and 2 emissions, and those Scope 3 emissions under our direct control on a rolling baseline year.	-5%	-10%	+10%	-5%	Reduction in line with SBTi Net Zero target	
Percentage of total company car fleet that is electric or hybrid	New metric in 2023	6%	50%	67%	Measure only	Measure only
Percentage of new company car orders that are electric or hybrid	New metric in 2023	68%	82%	93%	Measure only	Measure only
Percentage of plant and equipment used on site that is alternatively powered	New metric in 2023	-	-	-	TBC	TBC
Percentage of energy from renewable sources	40%	76%	73%	74%	100%	100%

**Qualitative Indicators of Success**

Our Carbon Reduction Strategy commits us to using good quality data as the cornerstone of our approach, alongside developing emission specific reduction plans, collaboration and training and education for our workforce to ensure we meet our ambitions targets.

# OUR PROGRESS IN 2022

COP 27 provided us with yet more evidence that our collective way of life continues to have negative impacts on the long-term stability of our environment. Our Carbon Reduction strategy, published in 2021, commits us to being Net Zero for all our Scope 1 and 2 emissions, and those Scope 3 emissions under our direct control by 2035, with our residual emissions being incrementally offset from 2025.

We are a signatory of the Science Based Targets Initiative 'Business Ambition to 1.5°C', confirming that we have committed to setting a science-based target that is in line with a 1.5°C future, and had our carbon footprint externally certified by Planet Mark for the twelfth year in line with the requirements of ISO 14064:1. In 2022, we reduced our total emissions by 5% in absolute terms despite an increase in turnover.

To support these ongoing reductions in emissions, our alternative fuel vehicle statistics continue to improve, with an impressive 67% of our live company car fleet and 93% of new vehicle orders either electric or hybrid at the end of 2022. This is up from 50% and 82% respectively in 2021.

We have also made progress on using alternative fuel plant and equipment on our projects, trialling energy management solutions for our onsite offices, using recycled and low carbon materials and procurement REGO certified energy which now accounts for 74% of our total grid energy consumption.



## Eco-friendly thermal road repairs

As part of our commitment to help tackle the climate and ecological emergency, VolkerHighways and Bath and North East Somerset Council have invested in an eco-friendly thermal road repair system to help significantly reduce emissions.

This sustainable technology makes repairs using an infra-red heating process which reheats the existing road surface, bringing it back to a workable state where it can be recycled and used again. Additional material is added, mixed in and compacted to reform the road back to a high standard.



# RESPONSIBLE MANAGEMENT OF THE ENVIRONMENT

Environmental risks and opportunities will be managed professionally, responsibly and innovatively.



Principal measures	2020 Target	2020 Actual	2021 Actual	2022 Actual	2025 Target	2030 Target
Percentage of projects implementing / supporting biodiversity initiatives	50%	-	-	-	75%	90%
Hours spent supporting community initiatives that enhance the natural environment	Data collection only	-	1510	750	1000	1500

### Qualitative Indicators of Success

We will continue to collectively share ways to achieve net positive benefits to the natural environment.

Implicit within this theme is our ongoing commitment to reduce other environmental impacts such as nuisance and pollution. This will be managed through the Aspects and Impacts assessments of our activities.



# OUR PROGRESS IN 2022

Our ongoing certification to ISO 14001 across all parts of our business demonstrate the proactive approach to environmental protection embedded into our processes, procedures, risk assessments and aspects and impacts methodologies. Our Sustainability teams continue to work closely with our work winning and operational teams so that interventions were made early, and the delivery team are fully on board.

2023 will see us add greater focus to biodiversity enhancements around our business and we are proud to announce a new partnership with GreenTheUK to help us to support this.



## BREEAM Outstanding for VolkerFitzpatrick

Completed during 2022 by VolkerFitzpatrick, the new distribution centre at Maylands Business Park, Hemel Hempstead, achieved the highest ever sustainability rating of any structure in its category, setting a new standard in net zero construction.

The two-storey, aluminium clad distribution centre uses a range of climate mitigation measures, as well as electrical vehicle charging points, cycle shelters, rainwater harvesting and roof mounted PV panels providing 151kWp of energy. The building also includes rainscreen cladding to the main office and a unique Brise Soleil system which controls the amount of sunlight and solar heat that enters the building.



## Green apple award for East West Rail Alliance

The East West Rail (EWR) Alliance, comprised of Network Rail, Atkins, Laing O'Rourke and VolkerRail, were presented with a Green Apple Environmental Award.

The Alliance was awarded the Transport, Freight and Highways Environmental Improvement Sector Award for environmental best practice, following the success of its Green Champion campaign that has seen the Alliance commit to leaving the local environment in a better condition than when it arrived, and to provide a biodiversity net gain of 10% - the first major rail infrastructure project in the UK to commit to this standard.



# CIRCULAR ECONOMY

A fully embedded approach to a circular economy which aims to design for sustainability, minimises waste and make the most of resources.



Principal measures	2020 Target	2020 Actual	2021 Actual	2022 Actual	2025 Target	2030 Target
% reduction in tonnes of waste generated per £100,000 turnover against 2019 baseline	5%	-38%	-2%	-26%	-20%	-50%
% of waste diverted from landfill through reuse, recovery and recycling initiatives to achieve our ultimate aim of consistently operating zero waste construction sites	94%	95%	97%	95%	97%	100%

## Qualitative Indicators of Success

The transition from ‘waste and materials management’ to a circular economy is one that will require education and training to support a new suite of metrics. We will seek engagement from our supply chain and Clients to support our ambitions in this space.

Materials management will remain at the heart of our approach in order instil best practice both internally as well as through our supply chain.

# OUR PROGRESS IN 2022

It continues to be our aim to reduce the total quantity of waste generated by our operations, with the ultimate ambition to operate zero waste construction sites. This actively promotes the waste hierarchy by focusing on eliminating waste through great design and excellent on-site practices before choosing reuse and recycling options in favour of disposal.

Year on year, the types of work we undertake changes which can impact on waste control options. However, we continue to demonstrate excellent diversion rates with 2022 being no exception with an impressive 95% of waste diverted from landfill. We also achieved a 26% reduction in the amount of waste generated per £100,000 of turnover against our 2019 baseline.

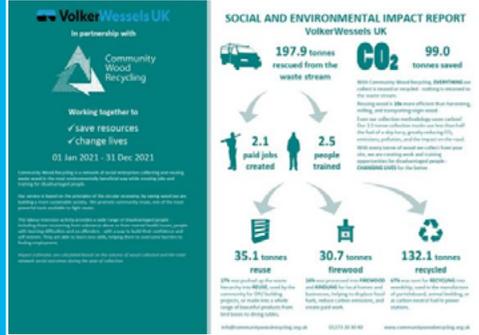


## Community Wood Recycling partnership

Since partnering with social enterprise organisation Community Wood Recycling, VolkerWessels UK has made a positive impact on the collection and reuse of waste wood from our sites across the UK.

Our Social and Environmental Impact report from Community Wood Recycling shows that over 112 tonnes of wood have been collected from various VolkerWessels UK's locations across the country resulting in a saving of 56 tonnes CO2e. This not only helps reduce the cost of disposing the wood, but allows for the wood to be repurposed, recycled and reused, which in turn provides environmental benefits.

The recycling initiative also supports local communities, by working with local people, and helping bring those who are marginalised into a supportive workplace. VolkerWessels UK supported the creation of 1 full time job and provided training for 2 people.



# EDUCATION AND EMPLOYABILITY

Raising awareness of the opportunities that exist within the construction industry and ultimately promote VolkerWessels UK as the employer of choice.



Principal measures	2020 Target	2020 Actual	2021 Actual	2022 Actual	2025 Target	2030 Target
Number of days provision of work experience placements	425	455	1315	1230	1500	1750
Percentage of people in 'Earn and Learn' employment in line with our commitments to the 5% Club <i>(includes apprentices, sponsored students and employees supported in further education or on formal graduate training programmes)</i>	5%	7%	8%	10%	5%	5%
Hours spent undertaking school and further education visits	Data collection only	430	790	1448	1500	1750
Number of people hours of mock interviews, CV writing, careers advice delivered <i>(calculated by multiplying the number of volunteers by the number of beneficiaries in line with IES methodology)</i>	New metric in 2023	160	505	231	250	300

### Qualitative Indicators of Success

The business benefits of a robust schools engagement strategy may not be realised for many years to come, but it is our role now to ignite an interest in VolkerWessels UK and the employment opportunities that exist to help support other attract policies and contribute to the well documented skills shortage.

We will consider how to capture any previous interactions with VolkerWessels UK e.g. at school / careers events when new starters join the company. The way each part of the business interprets the Schools and Further Education Strategy will reflect their own needs and support specific industry needs. There will be overlap here with our volunteering commitments.

There will be a focus on the completion of apprenticeships across the range of focus areas e.g. reskill, upskill, school leavers, retirement programmes and people who return to work.

Our 5% commitment for 'Earn and Learn' employees is in line with the national 5% Club campaign and includes apprenticeships at all levels, formalised graduate training programmes and sponsored students.

# OUR PROGRESS IN 2022

Education engagement continues to be a focus area for us, and we have enjoyed being involved with various events with schools, colleges and further education establishments during 2022.

Our Thrive education engagement portal helps us to ensure that schools have a consistent platform to request support from us, whether that be with careers events, providing work experience or helping with STEM activities. Between 2021, when we launched the portal, to the end of 2022 we received over 160 applications for support with almost 75% relating to requests for work experience. In response to this, we were able to offer 246 weeks' worth of work experience to students, the equivalent of 1,230 days during 2022.

Heading into 2023, we are developing an overarching education engagement strategy based on an ambition to 'raise aspirations and broaden horizons' for young people. The Thrive platform has helped us to understand what our areas of focus need to be and strategically, work experience will be at the forefront of this in terms of consistency of approach, the value it brings to students and the relationships it helps us form with schools local to our sites and offices.

We currently have 380 people in 'earn and learn' roles across our business, representing 10% of our total workforce which far out achieves our commitment through the 5% Club. This is made up of 212 apprentices, 37 supported in further education, 38 sponsored students and 93 on formal graduate training programmes.



## VolkerFitzpatrick long term relationship with Nottingham Trent University

VolkerFitzpatrick has been recruiting industrial placement students from Nottingham Trent University (NTU) for around 15 years and, since 2019, have formed a strategic partnership to deliver guest lectures, provide site visits and careers advice and sourcing recruitment for their industrial placement students.

In 2022, VolkerFitzpatrick recruited a total of 24 industrial training placement students, 15 of which were from NTU.

At the end of the industrial training placement, exceptional students are offered graduate positions for when they complete their final year. Recently, Joseph Saunders, Trainee Surveyor, won the NTU Industry Placement Year of the award, who also won our VolkerFitzpatrick Mark Scarth study, training and development professional of the year award. Esme Butcher, QS graduate (who started as an ITP) was the East Midlands winner for the Women in Property Student Awards 2022 - nominated by her lecturer at Nottingham Trent University. Following on from this, one of our Construction Manager ITP, Emma James, has been nominated for the same award for 2023.

# CHARITY, VOLUNTEERING AND COMMUNITY ENGAGEMENT

Establishing meaningful relationships with charitable bodies and local communities which provide mutually beneficial opportunities.



Principal measures	2020 Target	2020 Actual	2021 Actual	2022 Actual	2025 Target	2030 Target
Number of hours spent on non-education related volunteering in the local community	Data collection only	-	3233	3570	4000	4250
Percentage of employees engaged in volunteering activities	New metric in 2023	-	4%	6%	10%	15%

## Qualitative Indicators of Success

We will continue to report on the financial contribution made to our chosen charities and will work closely with them to get to heart of their approach, and how our support will add value to the charity. Case studies and storytelling are imperative to help engage hearts and minds.

The launch of our structured approach to volunteering has enabled employees to build on existing relationships, as well as exploring opportunities with our designated corporate charities and school links. Every employee is entitled to one days leave per year to undertake volunteering activities.

# OUR PROGRESS IN 2022

Since the launch of the Thrive social value platform in January 2021, we have seen the number of projects capturing social value increase from 49 to 170. This has enabled us to capture the great work being done by our teams and measure the positive impact we were having in communities through the Impact Evaluation Standard.

Throughout 2022, the way our projects and sites have embraced our ambition to build meaningful partnerships with charities and communities has been outstanding. We offered 108 corporately organised opportunities to volunteers, supporting 51 community and charity partners. 245 employees undertook volunteering activities, which equated to 1983 hours and is representative of 6% of our total workforce. Our employees are also able to log any independent volunteering they undertake during work hours not directly organised by the company which, in 2022, totalled 1260 hours across 29 different organisations.

Providing well needed financial support to charity and community partners has always been important to VolkerWessels UK, and 2022 was no different. Through our close call programme, we donated a total £35,749 to our corporate charities including Samaritans, Save the Children, St Richards Hospice, CRASH, Bluebell Wood and Raise your Hands. In addition, our projects and sites often make both financial and in-kind donations based on community need.



## New access ramp for Medway resident

In May 2022 VolkerHighways were approached by a local resident to the Medway site who needed a new ramp to enable him to get to the street from his front door. The gentlemen had been presented with a mobile chair for Christmas but had trouble using it as he had a step down to the path at the front of his house making it difficult for him to get out and about.

Shortly after this conversation two of our subcontractors arrived at his house and began works to transform his driveway. The works were complete and the gentleman now has a brand-new tarmac ramp down to street level enabling him to integrate back into his community on his new mobile chair.



# SUSTAINABLE SUPPLY CHAIN AND ETHICAL PROCUREMENT

To operate in a fair and ethical manner and publicise our desire to work alongside a network of likeminded supply chain partners.



Principal measures	2020 Target	2020 Actual	2021 Actual	2022 Actual	2025 Target	2030 Target
Percentage of total procurement spend with SME's	60%	59%	50%	57%	65%	70%
Percentage of concrete procured with low environmental impact (in line with The Climate Group ConcreteZero commitment)	New metric for 2023	-	-	-	25%	30%
Percentage of steel procured with low environmental impact (in line with The Climate Group SteelZero commitment)	New metric for 2023	-	-	-	15%	30%

## Qualitative Indicators of Success

The overall aim of this metric is to raise awareness of the benefits that sound sustainability practices can bring throughout our supply chain, and we understand that this will be best achieved by seeking two-way engagement. Whilst we will capture the formal interactions we have with our supply chain in our metrics, this will only be possible by our own internal culture reflecting the desire to share this message.

We will continue to provide sustainability training to our Procurement teams across the business training and will formalise our approach to Sustainable Procurement with the implementation of ISO 20400 across the business.

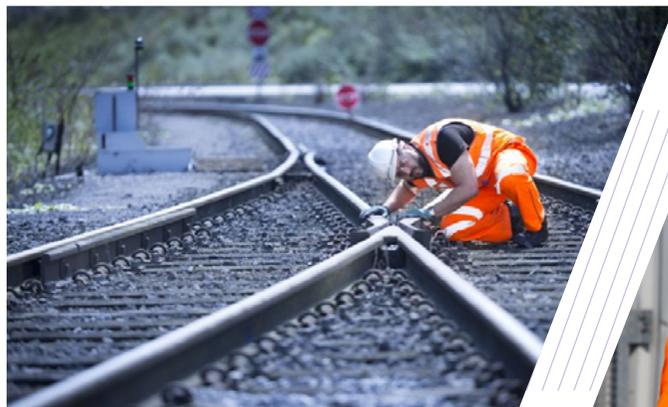
In addition to our focus on the use of SME's across the business, we will also continue to broaden our supply chain to include Voluntary, Community and Social Enterprises (VCSE's) as well as local suppliers and contractors.

# OUR PROGRESS IN 2022

Our procurement teams continued to maintain strong relationships with our supply chain partners in 2022. During the year, 57% of our total supplier spend and 76% of the number of businesses we transacted with, were SME's. We always apply a balanced scorecard to the way we procure to ensure the solution chosen is best for the business, but these consistently high numbers demonstrate that having a strong mix of organisations who are SME's is great for our business, and for the local communities in which they are based.

The procurement team are also central to bringing sustainable innovation into our business. These include energy monitoring solutions for our site welfare units and cabins, the trialling of plant and equipment with lower environmental impacts and working closely with our materials suppliers to ensure we are at the forefront of trials and new products with lower embodied carbon.

From 2023, we will start to collate data to demonstrate the transition to low carbon and low environmental impact materials, with a focus on those with the greatest impact for us across VolkerWessels UK: aggregate, concrete, asphalt, steel and timber. Whilst the decision to specify alternative materials rests with clients, we are proactively engaging in conversations on how to identify environmentally sound material choices. In support of this, VolkerWessels UK have become signatories of The Climate Group ConcreteZero and SteelZero initiatives.



## Clean energy solutions – Penketh and Whittle flood risk management scheme

Flood alleviation works undertaken by VolkerStevin, aimed at reducing the risk of flooding to property between Penketh Brook and Whittle Brook, included a 16-cabin site set up on a greenfield site near residential areas and businesses.

Minimal impact on noise and air quality was a key objective so an integrated hybrid power solution was selected for the site which consisted of a site installed battery storage unit and energy management system (EMS) alongside a fuel powered generator.

The site was able to downgrade from a 100kVA to a 60kVA generator by better controlling and regulating energy requirements through the EMS. It also allowed the load to switch from the generator to the battery storage unit during evenings and weekends saving hundreds of litres of diesel as well as providing periods of silent, emission free power.



# MEASURES OVERVIEW AND PROGRESS TO DATE

Pillar	Theme	Principal measures	2020 Target	2020 Actual	2021 Actual	2022 Actual	2025 Target	2030 Target
People	Safety and Wellbeing	Accident Frequency Rate (AFR)	0	0.10	0.07	0.09	0	0
People	Safety and Wellbeing	Accident Incident Rate (AIR)	0	247	179	235	0	0
People	Safety and Wellbeing	Percentage of mental health Champions across the business	5%	4%	4%	5%	6%	7.5%
People	FIR	Percentage FIR Champions across the business	3%	3%	3%	3%	6%	7.5%
People	FIR	Percentage of employees receiving FIR training	New metric in 2023	16%	25%	20%	100%	100%
People	FIR	Percentage of employees who agree that the company values the diversity of its employees, and that they are treated fairly and with respect.	New metric in 2023	-	84%	87%	90%	95%
People	Empowering Sustainable Leaders	Percentage of employees undertaking sustainability training	15%	3%	10%	7%	50%	100%
People	Empowering Sustainable Leaders	Percentage of employees in 'high influencing roles' attending function specific sustainability related training.	New metric in 2023	-	-	-	75%	90%
Planet	Climate, Energy and Emissions	Percentage reduction in absolute Scope 1 and 2 emissions, and those Scope 3 emissions under our direct control on a rolling baseline year.	-5%	-10%	+10%	-14%	Reduction in line with SBTi Net Zero target	
Planet	Climate, Energy and Emissions	Percentage of total company car fleet that is electric or hybrid	New metric in 2023	6%	50%	67%	Measure only	Measure only
Planet	Climate, Energy and Emissions	Percentage of new company car orders that are electric or hybrid	New metric in 2023	68%	82%	93%	Measure only	Measure only
Planet	Climate, Energy and Emissions	Percentage of plant and equipment used on site that is alternatively powered	New metric in 2023	-	-	-	TBC	TBC
Planet	Climate, Energy and Emissions	Percentage of energy from renewable sources	40%	76%	73%	74%	100%	100%
Planet	Responsible Management of the Environment	Percentage of projects implementing / supporting biodiversity initiatives	50%	-	-	-	75%	90%
Planet	Responsible Management of the Environment	Hours spent supporting community initiatives that enhance the natural environment	Data collection only	-	1510	750	1000	1500
Planet	Circular Economy	Percentage reduction in tonnes of waste generated per £100,000 turnover against 2019 baseline	5%	38%	2%	26%	20%	50%
Planet	Circular Economy	Percentage of waste diverted from landfill through reuse, recovery and recycling initiatives to achieve our ultimate aim of consistently operating zero waste construction sites	94%	95%	97%	95%	97%	100%
Purpose	Education and Employability	Number of days provision of work experience placements	425	455	1315	1230	1500	1750
Purpose	Education and Employability	Percentage of people in 'Earn and Learn' employment in line with our commitments to the 5% Club (includes apprentices, sponsored students and employees supported in further education or on formal graduate training programmes)	5%	7%	8%	10%	5%	5%
Purpose	Education and Employability	Hours spent undertaking school and further education visits	Data collection only	430	800	1541	1500	1750
Purpose	Education and Employability	Number of people hours of mock interviews, CV writing, careers advice delivered (calculated by multiplying the number of volunteers by the number of beneficiaries in line with IES methodology)	New metric in 2023	160	521	215	250	300
Purpose	Charity, Volunteering and Community Engagement	Number of hours spent on non-education related volunteering in the local community	Data collection only	-	2329	3556	4000	4250
Purpose	Charity, Volunteering and Community Engagement	Percentage of employees engaged in volunteering activities	New metric in 2023	-	4%	6%	10%	15%
Purpose	Sustainable Supply Chain and Ethical Procurement	Percentage of total procurement spend with SME's	60%	59%	50%	57%	65%	70%
Purpose	Sustainable Supply Chain and Ethical Procurement	Percentage of concrete procured with low environmental impact* *in line with The Climate Group ConcreteZero commitment	New metric for 2023	-	-	-	25%	30%
Purpose	Sustainable Supply Chain and Ethical Procurement	Percentage of steel procured with low environmental impact *in line with The Climate Group SteelZero commitment	New metric for 2023	-	-	-	15%	30%

# FURTHER INFORMATION

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For further information about our People-Planet-Purpose sustainability framework, please contact [sustainability@volkerwessels.co.uk](mailto:sustainability@volkerwessels.co.uk) or visit our website [volkerwessels.co.uk](http://volkerwessels.co.uk)



VolkerWessels UK

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Celebrating 100 years of excellence



# 2020-2030

A DECADE OF ACTION

