

CORPORATE RESPONSIBILITY REPORT 2016/17



HERON BROS.

RESPONSIBLE BUSINESS

Six Decades of Success

In 2016, Heron Bros celebrated 60 years in business by unveiling a stunning new corporate brand which captures the rich history of the company and reflects their ambitious vision for the future.

Speaking about the momentous 60th anniversary and the refreshed visual identity, Damian Heron, Group Managing Director at Heron Bros, said, "We are proud to mark the occasion of our sixtieth year with a new look that represents who we are today. Our new brand signifies a fresh and confident visual identity with a strong yet contemporary look, which serves to position Heron Bros as the award winning, innovative business we have become."



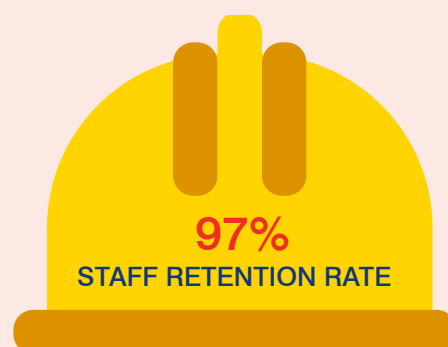
Key Statistics

£80M+
TURNOVER

250
EMPLOYEES

3%
STAFF TURNOVER RATE
(COMPARED TO 15% INDUSTRY
AVERAGE)

16%
FEMALE REPRESENTATION
(COMPARED TO 13% INDUSTRY
AVERAGE)



Key Achievements



INVESTORS
IN PEOPLE

Platinum
Until 2019



RESPONSIBLE BUSINESS

Sustainable Procurement

SUBCONTRACTOR HANDBOOK

We have produced our Heron Bros Subcontractor Handbook, which sets out what to expect from working with us and in turn what we expect from our supply chain.

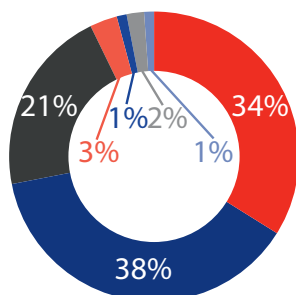
Subcontractors are invited to download a copy of our Subcontractor Handbook from our website to learn more about our company and how to become an approved partner.



ONLINE PRE-APPROVAL PROCESS

120
NEW SUBCONTRACTORS ADDED.

See breakdown per region below:



- England
- Scotland
- Northern Ireland
- Republic of Ireland
- Wales
- Europe
- Other

MEET THE BUYER EVENTS

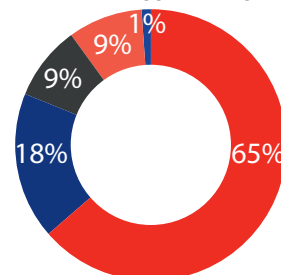
150
ATTENDEES AT
BELFAST MTB
(CONSTRUCTIONLINE)

80
ATTENDEES AT
GLASGOW MTB
(HERON BROS)

40
ATTENDEES AT
DERRY MTB
(CHAMBER OF
COMMERCE)

SUBCONTRACTOR PERFORMANCE

Using our BuildSmart app we monitor and measure performance across agreed criteria for quality, health, safety and environmental management. We use the information recorded by BuildSmart for trend analysis to identify business improvement opportunities. All items logged were satisfactorily closed out. See breakdown of issues logged during 2016:



- Quality
- Programme
- H&S
- Housekeeping
- Environment

RESPONSIBLE BUSINESS

Sustainable Construction

BREEAM

100%
CLIENTS TARGETTED
BREEAM SCORING ACHIEVED

BREEAM®



CONSIDERATE CONSTRUCTORS SCHEME



MOST CONSIDERATE SITE

The Considerate Constructors Scheme awarded Heron Bros' project, Foyle College and Ebrington PS & Nursery, with "Most Considerate Site" in category of projects with a value of £10m to <£50m.



Heron Bros picked up two Gold Awards at the Considerate Constructors Scheme's 2017 National Site Awards for their projects:

- The Innovation Factory
- Foyle College and Ebrington PS & Nursery



5 ARTICLES FEATURED ON THE CONSIDERATE CONSTRUCTORS SCHEME BEST PRACTICE HUB

1. Work Smart Employability Campaign
2. Spotlight on Drugs & Alcohol
3. Financial Advice for Workforce
4. Supporting the Travelling Community
5. Project Best Practice – Foyle College

42/50
AVERAGE CONSIDERATE
CONSTRUCTORS SCHEME
SCORE IN 2016 (+2 FROM 2015)
UK AVERAGE IS 35.5

ACHIEVEMENTS

Our Belfast Innovation Factory project was awarded Sustainable Project of the Year 2016.



Our Glasgow University Stevenson HIVE Extension won the Scottish Green Apple Environmental Award 2016.



RESPONSIBLE BUSINESS

MIPIM Sponsorship

We were delighted to represent Belfast Investment opportunities by sponsoring the Game Of Thrones Drinks Reception at MIPIM 2017.

The delegation for Belfast MIPIM 2017 comprised of public-private sector collaboration to showcase the wide portfolio of investment opportunities within the city, and position Belfast as a forward looking, dynamic and ambitious city which is driven by talent and ready for investment.

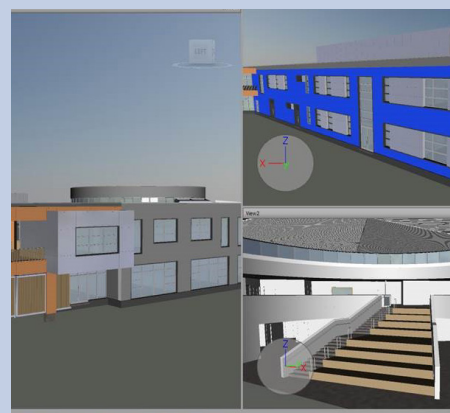


BIM4Contractors (NI)



BIM4Contractor(NI) is a special interest group set up under the auspices of the CIC BIM Regions - Northern Ireland Steering Group. This is a special interest group set up to grow the BIM network wider and deeper into the construction supply chain in Northern Ireland and support the local industry in adopting BIM working processes.

We remain committed to supporting our Design Manager Michael Murtagh lead this special interest group and supporting the uptake of BIM across our industry. To find out more about the BIM4Contractors (NI) visit bimregni.co.uk or follow them on Twitter: twitter.com/bim4contractors



Construction Ambassador (CITB)

Construction Ambassadors are a regional network of people who already work in the industry covering all trades and professions, who give young people a real life perspective of the industry by visiting schools and attending careers conventions giving first hand information on what it is like to work in construction.

We support Shauna Young in her role as Construction Ambassador. During 2016 she attended 21 career events.

To find out more about Construction Ambassadors visit:

<http://www.citbni.org.uk/getdoc/54f8a045-8989-4291-bc78-0b8fc186e9f7/Construction-Ambassadors.aspx>



Women in Construction

The aims of the Women in Construction Network Northern Ireland are to:

- Raise the profile of women in the industry and highlight their successes
- Provide a forum for women to come together to meet others in similar roles, to network and to develop business relationships by delivering at least two events for women each year including a seminar and a site visit
- Promote events hosted by other relevant organisations and networks through the website
- Develop case studies to promote construction as a career for young women.

We continue to support our female employees and their participation in the Women in Construction Network.



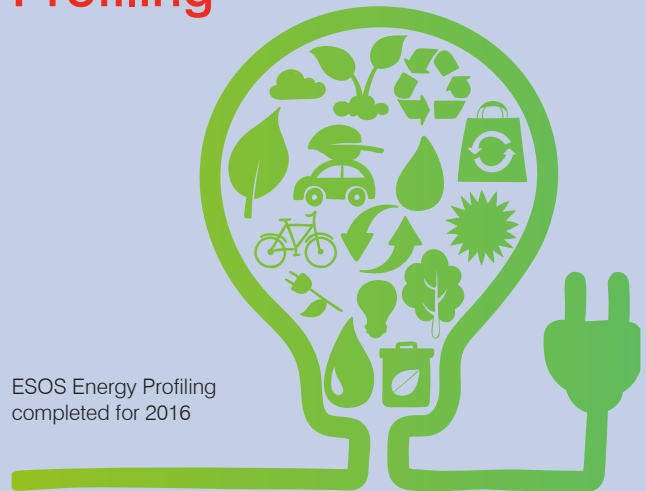
RESOURCE EFFICIENCY & THE NATURAL ENVIRONMENT

BITC Environmental Benchmarking Survey



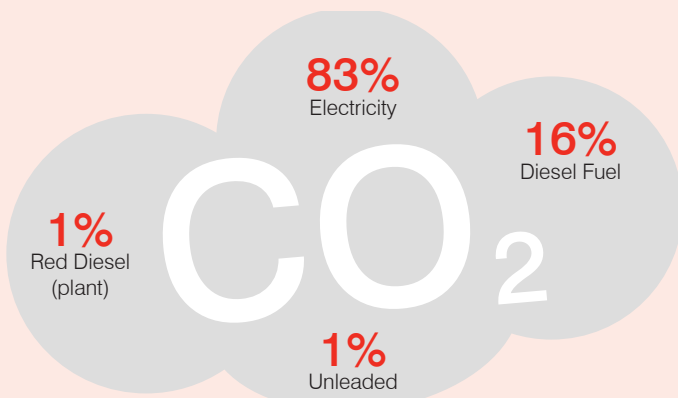
Heron Bros achieved Gold in the 2016 BITC NI Environmental Benchmarking Survey

ESOS Energy Profiling

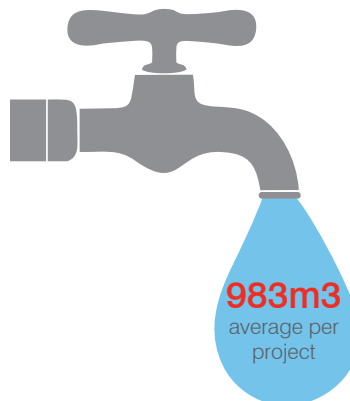


ESOS Energy Profiling completed for 2016

Carbon Data



Water Usage



We are taking proactive steps to increase water efficiency including installing:

- waterless urinals in site accomodation
- Push button taps
- Water harvesting on sites



Biodiversity

We continue to operate the BITC Business & Biodiversity Charter. We have therefore rolled out a number of biodiversity initiatives during 2016.



MINION PLANT POTS

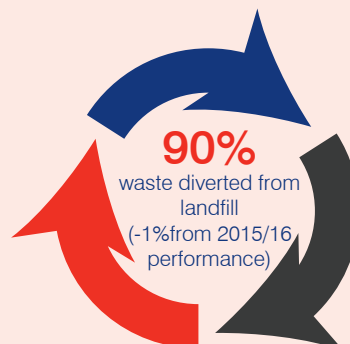
Biodiversity in Action through Minion plant pots made from recycled tyres on our Foyle College project

BUG HOTEL

We created a multi-storey bug hotel using a range of natural materials, providing hidey-holes for creatures galore. Our hotel could shelter anything from hedgehogs to toads, solitary bees to bumblebees, and ladybirds to woodlice.



Waste Management



We are committed to the Business in the Community Zero waste pledge.

We implement the government waste hierarchy across all projects with a heightened focus on prevention using BIM.

Site Waste Management Plan seminar delivered in partnership with CITB at our Foyle College & Ebrington PS and Nursery Campus – attended by representatives from construction companies and supply chain.



PEOPLE & LIFESTYLE

Health & Safety

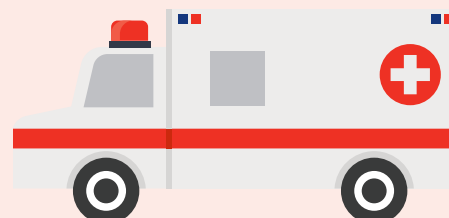


We use Ivor Goodsite to help educate children of the dangers which exist on a construction site and also to promote careers in construction.



Heron Bros picked up the Silver award in the prestigious annual scheme run by the Royal Society for the Prevention of Accidents (RoSPA).

1
RIDDOR
REPORTABLE
ACCIDENT



Health & Wellbeing



Heron Bros were crowned Ulster champions of the Inter-firms GAA championship 2016.



We partnered with Mid Ulster District Council to run a Health and Wellbeing campaign called "Small Steps to Big Changes" which involved exercise classes and nutritional advice.

50
HEALTH &
WELLBEING
INITIATIVES IN
2016



Communication

Keep up to date with all Heron Bros' news by following us on LinkedIn, Twitter and YouTube. You can visit www.heronbros.com/news/ to read our latest company news stories.




2559
average visitors
per month



2358
followers



477
followers



Companywide knowledge sharing platform was launched in 2016.

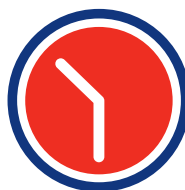


PEOPLE & LIFESTYLE

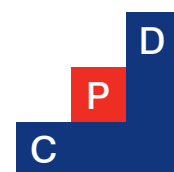
Training



Training Courses
(+5 from 2015)



10,000
man hours
of training



Ongoing

Continual
Professional
Development

ACHIEVEMENTS



Heron Bros had seven employees conferred as CIOB members in October 2016. Never before in Ireland had so many members from one company been conferred in the same ceremony.



INVESTORS
IN PEOPLE

Platinum
Until 2019

We became the first organisation from any sector in NI and first construction company in the UK to be awarded with Investors in People Platinum accreditation. This demonstrates our commitment to high performance through good people management.



Heron Bros are finalists for the Training Excellence category of the Construction News Awards in London in July 2017.

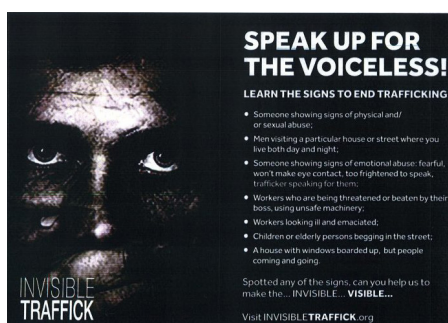
START SMART TRAINING ACADEMY

We have launched our StartSmart Academy to increase the knowledge and understanding of health, safety, environment and quality management across our employees and supply chain. During 2016/17 our academy training focused on the new CDM Regulations, temporary works, health & safety reporting, construction environmental management plans, Considerate Constructors Scheme and BREEAM.



Our StartSmart bulletins go hand in hand with our StartSmart Academy training. Issued monthly, they provide a summary update on the relevant topic. The bulletins are displayed across all projects and offices and included within various training including toolbox talks.

MODERN SLAVERY & HUMAN TRAFFICKING POLICY



We implemented our Modern Slavery & Human Trafficking Policy to comply with the Modern Slavery & Human Trafficking Act. Our policy is available on our website. In addition we have updated the terms and conditions of our subcontractor work packages and introduced a new Declaration of Conformance across our supply chain. Our subcontractor handbook and online prequalification have also been updated. We continue to work with our supply chain to ensure compliance with the legislation.



Work Smart Employability Campaign



Heron Bros are working with the Institute of Civil Engineers and are committed to providing apprenticeships through the Work+ Framework in 2017.

22
apprenticeship
opportunities
(-3 from 2015)

6
Graduates
Employed
(= same as 2015)

3,400
NEETS, LTU,
New Entrant &
Employment
Professionals

11
Industrial
Placements
(-1 from 2015)

1
Graduate
Internship



COMMUNITY & PARTNERING

Community Initiatives

96

engagement activities
over 8 projects

- Community site visits
- New fully funded play park
- Football tournament sponsorship
- Supporting Engineering Week
- Women in STEM at local schools
- Bricklaying students from NWRC site visit
- Ivor Goodsite School visits
- Strictly come dancing sponsorship



Public Speaking

- Northern Ireland Schools and Colleges Careers Association (NISCA) annual conference.
- CITB Waste Management & BIM Seminar

2

Public Speaking
Events



BITC Awards



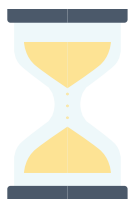
Heron Bros was recognised as leading responsible business in Northern Ireland by being the second ever company to achieve CORE Gold Level.



Finalists in:

- Employability Champion Award 2016
- Workplace Health and Wellbeing 2016
- Responsible Business of the Year 2017

Volunteering



3500
hours



Partners



66

socio-economic and community
partners in 2016

- Education
- Community
- Employment
- Health and Well-being



Donations

£35,000
in staff led donations

31%

increase in staff led
donations from 2015

