

Community & Partnering Performance

2019/20



SUSTAINABLE DEVELOPMENT GOALS (SDGs)

The SDGs are the blueprint to achieve a better and more sustainable future for all. The 17 Goals are all interconnected and address the global challenges we all face. Heron Bros is committed to positively influencing the UN Sustainable Development Goals most applicable to our business.



Considerate Constructors Scheme Average Score of **43/50**



CHARITABLE DONATIONS

£65,000

Of sponsorship, benefit in kind, good will donated in 2019



CONSIDERATE CONSTRUCTORS SCHEME

- 43/50 Average Considerate Constructors Scheme score across all Heron Bros projects
- Silver Considerate Constructors Scheme National Site Award 2019 for Belfast Leisure Transformation Project
- Gold Considerate Constructors Scheme National Site Award 2019

SOCIO-ECONOMIC IMPACT - EMPLOYMENT



4 Employment Fairs



1 Construction Academy delivered



1 'Skills for Work' Construction Scheme



125% of employment weeks achieved of targeted social value across all projects

COMMUNITY & PARTNERING

106

Community Initiatives

94

Community Partners



VOLUNTEERING

47

Volunteering Partners

8000

Volunteering hours completed



Responsible Business Performance

2019/20



SUSTAINABLE DEVELOPMENT GOALS (SDGs)

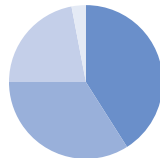
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NEW subcontractors added to approved list 101

SUBCONTRACTOR REGIONAL BREAKDOWN

- England 34%
- Northern Ireland 22%
- Republic of Ireland 3%
- Scotland 41%



BUILDING A RESPONSIBLE SUPPLY CHAIN

59% of new subcontractors have a 3rd party accredited health, safety, environmental and / or quality management system.



IMPROVING SUPPLY CHAIN PERFORMANCE

4% increase in our Safety, Health, Environmental & Quality Inspection Pass Rate for subcontractor performance in 2019.



SUSTAINABLE TIMBER

100% of all timber sourced in 2019 comes from an FSC/PEFC approved supplier.



SOCIO-ECONOMIC IMPACT



Heron Bros hosted 3 'Meet the Buyer' events in 2019.

74%

Of suppliers appointed to Heron Bros projects in 2019 are located within 50 miles of projects.

87%

Of supply chain classified as SMEs.

TOP ACHIEVEMENTS 2019

- Achieving £100m plus company turnover
- The first construction company in the UK to retain Investors in People Platinum
- The first construction company to retain the BITC CORE Responsible Business Standard Gold Level
- The first NI business to complete the BITC UK Responsible Business Tracker achieving the highest 2019 score in our cohort

2019 AWARDS

- **2019 Construction Excellence**
Building In Use - Daisy Lodge
- **2019 Construction Excellence**
Social Community Construction - Ards Blair Mayne Wellbeing & Leisure Complex
- **Silver Considerate Construction Scheme National Award**
Belfast Leisure Transformation Project
- **Gold Considerate Construction Scheme National Award**
Ards Blair Mayne Wellbeing & Leisure Complex

STANDARDS

- Stroma BIM Level 2 Certification
- Cyber Essentials
- Transition to the new international ISO45001 Occupational Health & Safety Standard

Environmental Management Performance

2019/20



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WASTE MANAGEMENT



91% Waste diverted from landfill



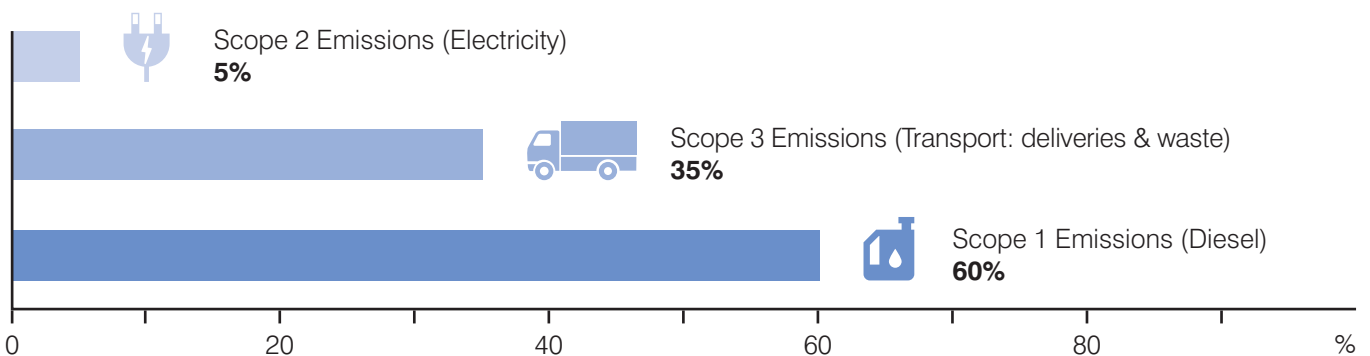
Heron Bros maintain Platinum Status on the BITC Environmental Benchmarking Survey

WATER USAGE

Average per site (2019)

2577m³

ENERGY & CARBON



BIODIVERSITY

- Tree protection & management across all projects (BS 5837)
- Protection of notable species
- Installation of Bug Hotels
- Wildflower meadows planted
- Biodiversity Awareness Plans implemented on sites
- Invasive Species Management Plan
- Protection of breeding birds
- Partnering with GroundWork NI's Growbus
- Installation of Bird Boxes
- Biodiversity Toolbox Talks delivered across all projects



Valuing People Performance

2019/20



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First construction company in UK to retain Platinum Investors in People status

INVESTORS IN PEOPLE™
We invest in people Platinum

PEOPLE



25% female representation (above industry average)



53% of employees working at Heron Bros between 5-40 years +

WELLBEING INITIATIVES

42% Awareness
29% Mental Health
28% Physical



COMMUNICATION



7499 followers
61 posts
246000 impressions



1741 followers
127 tweets
350000 impressions

TRAINING & DEVELOPMENT

72

Training courses

2483

Hours of training

291

Employees attending training

11

Start Smart Academy webinars

CAREER & EMPLOYMENT OPPORTUNITIES

15

Key propriety group supported employment

52

Apprentices, placements and trainees

8

Graduate opportunities

Direct employment and training in:

- Civil Engineer
- Joinery
- Construction and the Built Environment
- Sustainable Construction & BIM
- Information Technology
- Quantity Surveyor
- Marketing
- Accounts
- Contracts Management & Administration

INSPECTION & REPORTING



58 Integrated Management System (IMS) meetings



126 HSE site inspections



15% reduction in the number of reportable & non reportable incidents & accidents



Successful transition to new ISO45001 Occupational Health & Safety Management System