

# Responsible Business 2020



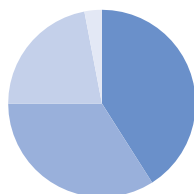
HERON BROS.

## SUSTAINABLE DEVELOPMENT GOALS (SDGs)



## SUBCONTRACTOR REGIONAL BREAKDOWN

- England 38%
- Northern Ireland 42%
- Republic of Ireland 3%
- Scotland 17%



## BUILDING A RESPONSIBLE SUPPLY CHAIN

25% of new subcontractors have a 3rd party accredited health, safety, environmental and / or quality management system



## IMPROVING SUPPLY CHAIN PERFORMANCE

68% increase in our Safety, Health, Environmental & Quality Inspection for subcontractor performance in 2020



## SUSTAINABLE TIMBER

100% of all timber sourced in 2020 comes from an FSC/PEFC approved supplier



## SOCIO-ECONOMIC IMPACT



Heron Bros. delivered 21 Covid Supplier Support Initiatives

87%

Of suppliers appointed to Heron Bros. projects in 2020 are located within 50 miles of projects

83%

Of supply chain classified as SMEs

## TOP ACHIEVEMENTS 2020



Achieving £128m company turnover



Investors in People Platinum Awards 2020 Winner



BITC Environmental Benchmarking Gold Level



BITC Environmental Leadership Award Sponsor 2020

## 2020 AWARDS

**2020 BITC Responsible Business Champion**  
Connecting Places

**2020 BITC Responsible Business Champion**  
Investing in your Community

**2020 BITC Responsible Business Champion**  
Diversity & Inclusion

**2020 RICS Social Impact Leisure**  
Belfast Leisure Transformation Project

**Two Silver Considerate Construction Scheme**  
National Award for BLTP

## 2020 STANDARDS

**RoSPA** Gold

**BITC Core Responsible Business Standard** Gold

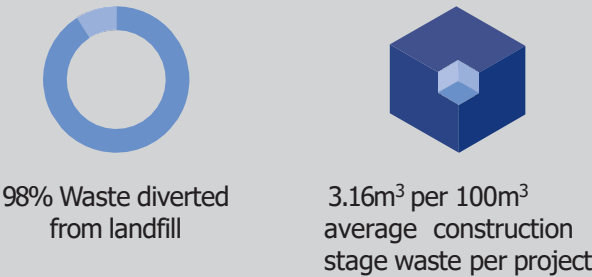
# Environmental Management 2020



## SUSTAINABLE DEVELOPMENT GOALS (SDGS)



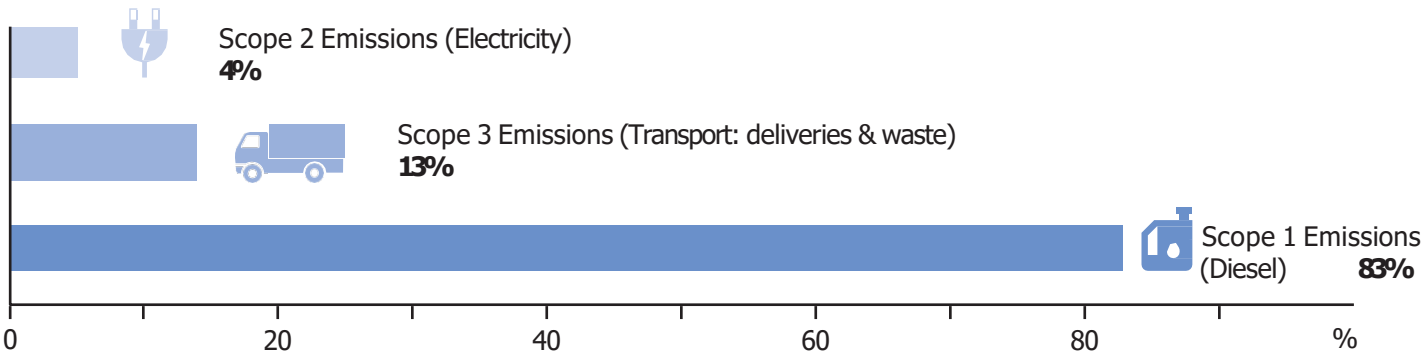
## WASTE MANAGEMENT



## WATER USAGE

Average per site (2019)  
**11,645m<sup>3</sup>**

## ENERGY & CARBON



## BIODIVERSITY & SUSTAINABLE CONSTRUCTION



*Due to Covid-19 some performances may be impacted*

# Valuing People 2020



HERON BROS.

## SUSTAINABLE DEVELOPMENT GOALS (SDGs)



THE  
**INVESTORS  
IN PEOPLE**<sup>®</sup>  
AWARDS 2020  
*Winner*

## PEOPLE



100% staff supported in flexible working



21% female representation (above industry average)



50% of employees working at Heron Bros. between 5-40 years + service

## WELLBEING INITIATIVES

72% initiatives Awareness focused

16% Mental Health focused

25% Physical focused



## COMMUNICATION



9,882  
108  
442,000

followers  
posts  
impressions



1,932  
140  
260,000

followers  
tweets  
impressions

## TRAINING & DEVELOPMENT

105

Training courses

4,025

Hours of training

172

Employees attending training

12

Start Smart Academy webinars

## CAREER & EMPLOYMENT OPPORTUNITIES

2,033

Supported vocational training weeks

50

Apprentices, placements & trainees

4

Graduate opportunities

## NEW ENTRANT BREAKDOWN

Up to Level 2	53%
Level 3 & Intermediate	23%
Higher Level	20%
Graduate	4%



## INSPECTION & REPORTING



24 Integrated Management System (IMS) meetings



212 independent HSE site inspections



3% reduction in the number of reportable & non reportable incidents & accidents



Successful implementation of ISO45001 Occupational Health & Safety Management System

# Community & Partnering 2020



HERON BROS.

## SUSTAINABLE DEVELOPMENT GOALS (SDGs)



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



### CHARITABLE DONATIONS

**£42,000**

Of sponsorship, benefit in kind, good will donated in 2020

### RESPONSIBLE LEADERSHIP

**27**

Responsible Activities

**21**

Covid Supplier Support Initiatives



### SOCIO-ECONOMIC IMPACT - EMPLOYMENT



1 Virtual employment fair



269 Supply chain members trained



264 hours of supply chain training



100% of social value employment weeks achieved

### EDUCATION, COMMUNITY & PARTNERING

**26**

Initiatives

**71**

Hours

**1,903**

Students



### CONSIDERATE CONSTRUCTORS SCHEME



43/50 Average Considerate Constructors Scheme score across all Heron Bros. projects



Two Silver Considerate Constructors Scheme National Site Award 2020 for Belfast Leisure Transformation Project



266 hours of CCS E-Learning training delivered