

Valuing People 2020



HERON BROS.

SUSTAINABLE DEVELOPMENT GOALS (SDGs)



THE
**INVESTORS
IN PEOPLE**[®]
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