

# Responsible Business 2021



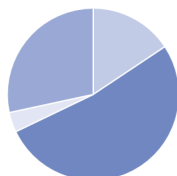
HERON BROS.

## SUSTAINABLE DEVELOPMENT GOALS (SDGs)



## SUBCONTRACTOR REGIONAL BREAKDOWN

- England 15.67%
- Northern Ireland 52.24%
- Republic of Ireland 3.73%
- Scotland 28.36%



## BUILDING A RESPONSIBLE SUPPLY CHAIN

40% of new subcontractors have a 3rd party accredited health, safety, environmental and / or quality management system



## IMPROVING SUPPLY CHAIN PERFORMANCE

179% increase in our Safety, Health, Environmental & Quality Inspection for subcontractor performance



## SUSTAINABLE TIMBER

100% of all timber sourced in 2021 comes from an FSC/PEFC approved supplier



## SOCIO-ECONOMIC IMPACT

35

Social enterprises partnered or engaged with

88%

Of suppliers appointed to Heron Bros. projects in 2021 are located within 50 miles of projects

85%

Of supply chain classified as SMEs

## TOP ACHIEVEMENTS 2021



Achieving £84m company turnover



Obtaining CIOB Construction Manager of the Year and CEF Apprentice of the Year



BITC Environmental Benchmarking Platinum Level



BITC Education Partnership Award Winner

## 2021 AWARDS

**2021 BITC Responsible Business Champion**

Education Partnership Award

**2021 CIOB Construction Manager of the Year**

Fergus Brown

**2021 CEF Apprentice of the Year**

Annie Crozier

**2021 VIBES Scotland**

Good Practice Award

**2021 Mates In Mind**

SME Organisation Impact Award

## 2021 STANDARDS

**BITC Environmental Benchmarking** Platinum

**BITC CORE Standard** Gold

**RoSPA Achievement Award** Gold

# Environmental Management 2021



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## SUSTAINABLE DEVELOPMENT GOALS (SDGS)



NI Environmental Benchmarking Survey 2021  
**Platinum**

## WASTE MANAGEMENT



99% Waste diverted from landfill

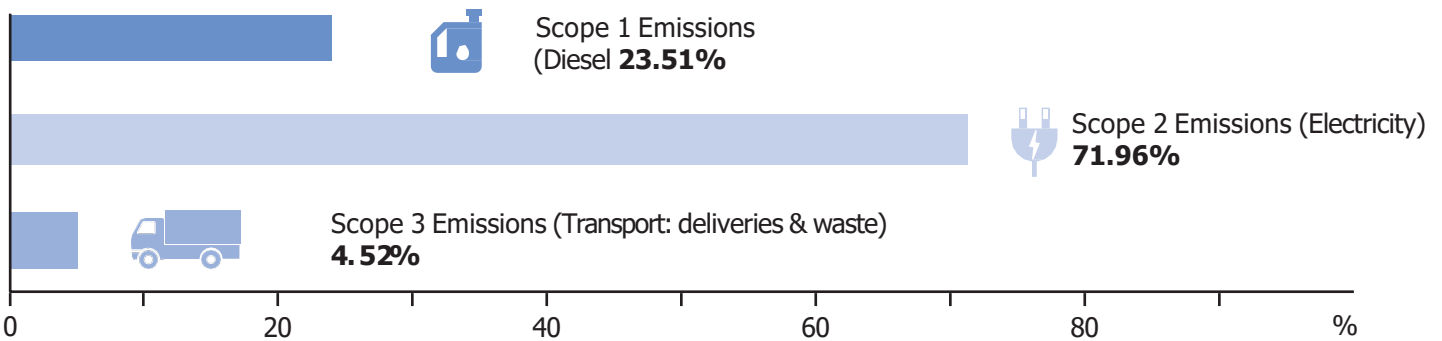


5.2m<sup>3</sup> per 100m<sup>3</sup> average construction stage waste per project

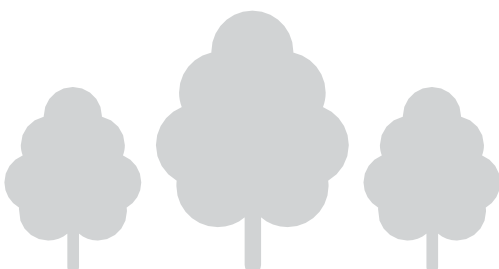
## WATER USAGE

Average per site  
**11,855m<sup>3</sup>**

## ENERGY & CARBON



## BIODIVERSITY & SUSTAINABLE CONSTRUCTION



Carbon Literacy Project

9



Biodiversity Initiatives

**ConstructZERO**  
The Construction Industry's Zero carbon change programme

# Valuing People 2021



HERON BROS.

## SUSTAINABLE DEVELOPMENT GOALS (SDGs)



**INVESTORS IN PEOPLE™**  
We invest in people Platinum

## PEOPLE



100% staff supported in flexible working



21% female representation (above industry average)



65% of employees working at Heron Bros. between 5-40+ years service

## WELLBEING INITIATIVES

- 67% initiatives Physical focused
- 14% Mental Health focused
- 8% Nutrition focused



## COMMUNICATION



12,209  
194  
667,000

followers  
posts  
impressions



2,104  
158  
222,000

followers  
tweets  
impressions

## TRAINING & DEVELOPMENT

206  
Training courses

4,664  
Hours of training

311  
Employees attending training

12  
Start Smart Academy webinars

## CAREER & EMPLOYMENT OPPORTUNITIES

4914  
Supported vocational training weeks

47  
Apprentices, placements & trainees

23  
Graduate opportunities

## NEW ENTRANT BREAKDOWN

|                        |     |
|------------------------|-----|
| Up to Level 2          | 32% |
| Level 3 & Intermediate | 11% |
| Higher Level           | 24% |
| Graduate               | 32% |



## INSPECTION & REPORTING



268 independent safety inspections



55 on site HSEQ site inspections



4 Quarterly Safety Management Team meetings



Successful implementation of ISO45001 Occupational Health & Safety Management System

# Community & Partnering 2021



HERON BROS.

## SUSTAINABLE DEVELOPMENT GOALS (SDGs)



## Considerate Constructors Scheme Average Score of **45/50**



### CHARITABLE DONATIONS

# £40,000

Of sponsorship, benefit in kind, good will donated in 2021

### RESPONSIBLE LEADERSHIP

# 37

Responsible Activities

# 36

Educational Activities



### SOCIO-ECONOMIC IMPACT - EMPLOYMENT



2 Recruitment  
Opening Days



353 Supply  
chain  
members  
trained



2893 hours of  
supply chain  
training



100%+ of social  
value employment  
weeks achieved

### EDUCATION, COMMUNITY & PARTNERING

# 68

Initiatives

# 71

Hours

# 2,308

Students



### EDUCATION, COMMUNITY & PARTNERING ACTIVITIES



Erected Bat Boxes at various sites to  
protect the endangered species



Joined All Ireland Bee Pollinator Plan  
Scheme



Multiple guided tours to primary and  
secondary school pupils visits to site