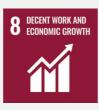
Valuing People 2021



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+ vears service

WELLBEING INITIATIVES

67% initiatives Physical focused

14% Mental Health focused

8% **Nutrition focused**



COMMUNICATION



12,209 194 667,000 followers posts impressions 222,000 followers tweets impressions

TRAINING & DEVELOPMENT

206 Training courses 4,664 Hours of training

311 **Employees** attending training

12 Start Smart Academy webinars

2,104

158

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% 24% Higher Level

32% Graduate



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