

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