

ESG Annual Report

Responsible Business 2023





Introduction

In an era where businesses are increasingly evaluated not just by their financial performance but also by their impact on the environment, society, and governance practices, ESG has become a cornerstone of modern corporate strategy. Standing for Environmental, Social, and Governance, ESG encapsulates a holistic approach to business that places emphasis on sustainability, ethical practices, and accountability.

At Heron Bros, we recognise that our responsibilities extend beyond profitability. We understand that our actions have far-reaching implications for our stakeholders, including customers, employees, suppliers, and the communities in which we operate. As such, integrating ESG considerations into our operations isn't just a matter of compliance, but a fundamental aspect of our commitment to creating long-term value for all our stakeholders.

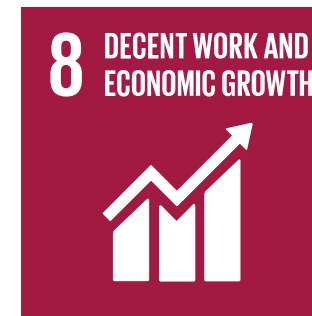
Sustainable Development Goals (SDGs)

In alignment with global efforts to address pressing environmental, social, and economic challenges, Heron Bros is committed to contributing to the Sustainable Development Goals (SDGs) outlined by the United Nations. The SDGs provide a comprehensive framework for sustainable development, addressing key areas such as poverty alleviation, environmental conservation, social equity, and economic prosperity.



Good Health and Wellbeing

Heron Bros is dedicated to promoting good health and wellbeing. We prioritise creating safe workplaces and supporting community health initiatives to ensure the physical and mental wellbeing of our employees and stakeholders.



Decent Work and Economic Growth

At Heron Bros, we are committed to fostering a diverse and inclusive workplace, providing skills development opportunities, and promoting fair labour practices to contribute to sustainable economic growth.



Industry, Innovation and Infrastructure

Heron Bros invests in sustainable infrastructure, fosters innovation in our industry, and supports the transition to more sustainable practices, aligning with the goals of SDG 9.

Top Achievements 2023

- ✓ Investors in People UK Employer of the Year
- ✓ Investors in People Platinum Accredited Employer
- ✓ CEF Overall Winner and NI Restoration Project of the Year for Templemore Baths
- ✓ BITC NI Employer of Choice
- ✓ BITC NI Environmental Benchmark Survey
- ✓ BITC NI Biodiversity Chartership Bronze

INVESTORS IN PEOPLE™
We invest in people Platinum

Socio-Economic Impact

35

Social Enterprises
Partnered or Engaged
With

90%

Of Supply Chain
Classified as SMEs

54%

Of Suppliers Appointed
to Heron Bros Projects in
2023 are Located Within
30 Miles of Projects

92%

Of Suppliers Appointed
to Heron Bros Projects in
2023 are Located Within
50 Miles of Projects



2023 Awards

Investors in People

Global Employer of the Year

BITC NI

Employer of Choice

Health and Safety Award

RoSPA Gold

Plant & Civil Engineering Overall H&S Winner

NI Safety Group: John Gordon Award for Dedication to H&S

Construction Employers Federation

Restoration Project of the Year - Templemore Baths

Construction Employers Federation

NI Overall Winner - Templemore Baths



2023 Standards

Investors in People

Platinum

BITC NI Environmental Benchmark

Gold

BITC NI Biodiversity Chartership

Bronze

Diversity Mark NI

Bronze

ROSPA

Gold

ISO 50001 - Energy Management

BITC NI Take 5 Accreditation

All Ireland Bee Pollinator Supporter



Environmental Management 2023

Sustainable Development Goals (SDGs)



Water Usage

Average Per 100k 15.54m³ Average Per Site 1206m³



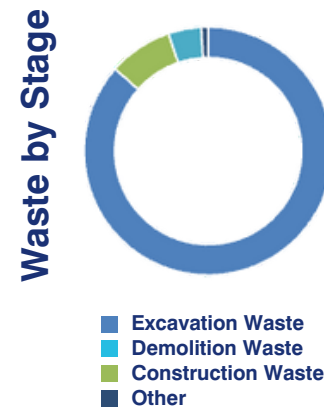
Sustainable Timber

100% of all Timber Sourced in 2023 comes from an FSC/PEFC Approved Supplier.



Waste Management

98.7% of waste diverted from landfill.



Biodiversity & Sustainable Construction

10x Biodiversity Initiatives



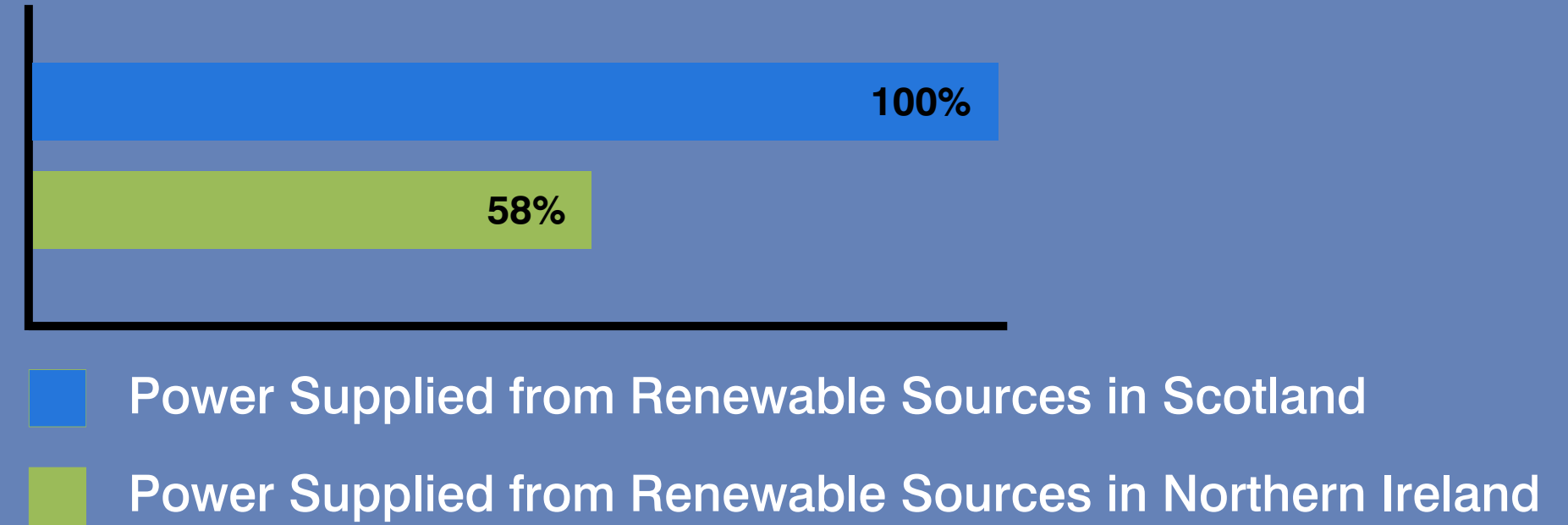
Carbon Literacy Project



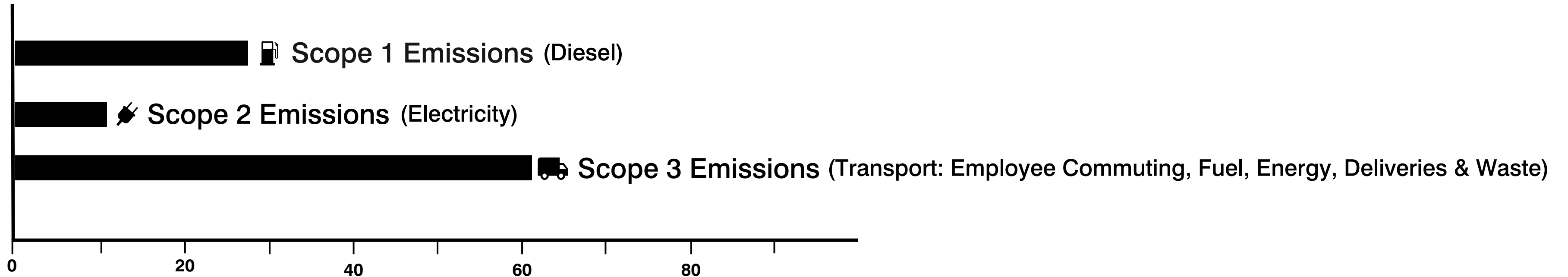
NI Environmental Benchmarking Survey 2023
Gold

Energy & Carbon

- 11 MW** Wind Turbines Operational/Planning Approved
- 6 MW** Behind the Meter Renewable Installations
- 75 MW** Solar Farm Development
- 212 MW** Battery Energy Storage Systems On-Site/Planning Approved



Energy & Carbon



Valuing People 2023

Sustainable Development Goals (SDGs)



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People



24% Female Representation
(above industry average)



100% Staff Supported in Flexible Working

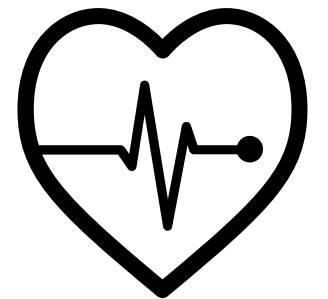


65% of Employees Working at Heron Bros
with 5+ Years Service

Wellbeing initiatives

25 Health and Wellbeing Initiatives
Delivered

823 Hours of Health and Wellbeing
Initiatives



Training

118 Employee Training Courses Completed

6065 Hours of Training Completed

Diversity & Inclusivity

5

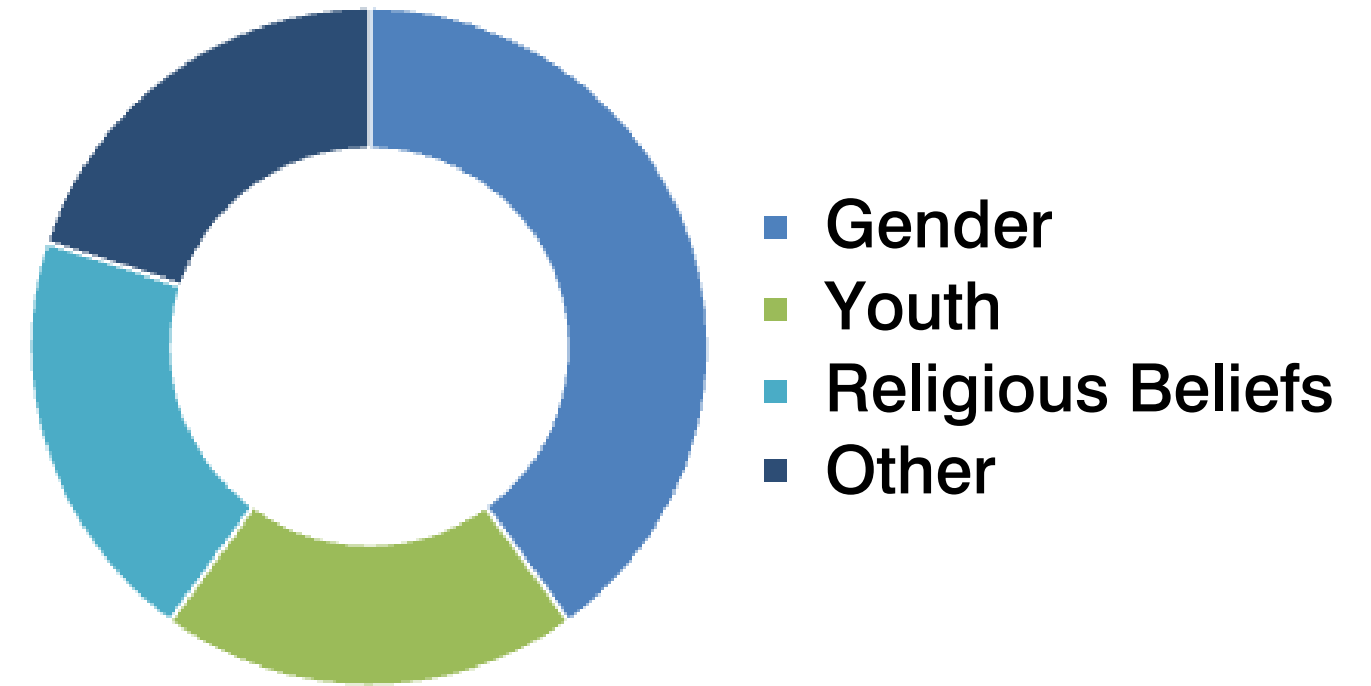
Diversity Initiatives Delivered Between 1st September 2022 and August 31st 2023

Diversity Mark

Provide Equality and Diversity Training to All Staff and Achieved Diversity Mark Bronze



Bronze
Diversity Mark



Apprenticeships

- 61 Apprenticeships
- 2,232 Apprenticeship Weeks Delivered
- 10 Apprenticeship Types Supported

New Entrants

- 22 New Entrants Between September 1st 2022 and August 31st 2023
- 1035 New Entrants Weeks Delivered
- 7 New Entrants Types Supported

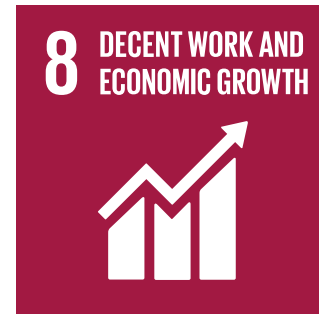


Inspection & Reporting

- ✓ 2265 Health and Safety Checklists
- ✓ 414 On Site SHEQ Site Inspections
- ✓ 179 External Independent H&S Inspections
- ✓ 4 Quarterly Safety Management Team
- ✓ Successful Implementation of ISO 45001 Occupational Health and Safety Management System

Community & Partnering 2023

Sustainable Development Goals (SDGs)



Considerate Constructors Scheme

Average Score: 43/50



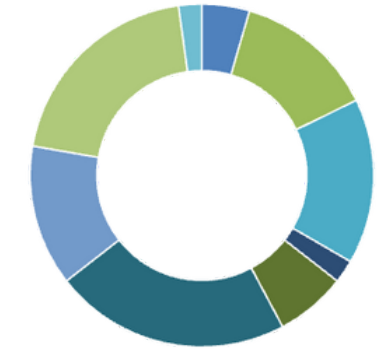
Charitable Donations

£121,500

Of Sponsorship, Benefit in Kind, Good Will Donated in 2023

61

Organisations Supported



- Disadvantaged Groups 4.1%
- Social Enterprise 12.2%
- Environment 14.3%
- Young Adults 2%
- Mental Health 6.2%
- Physical Health 20.4%
- Other 12.2%
- Community Development 18.4%
- Children 2%

Socio-economic Impact - Employment



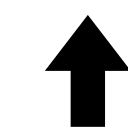
4 Recruitment Open Days



2893 Hours of Supply Chain Training



65% Supply Chain Members Trained



100% of Social Value Employment Weeks Achieved

Community Initiatives

37

Initiatives

196

Participants in Community Initiatives

97

Hours

£3,034

Fundraised for Community Groups

Education, Community & Partnering Activities

- ✓ Erected Bat Boxes at Various Sites to Protect the Endangered Species
- ✓ Joined All Ireland Bee Pollinator Plan Scheme
- ✓ Wildflower meadows created
- ✓ Multiple Guided Tours to Primary and Secondary School Pupil Visits to Sites - STEM Activity
 - Swift Bricks installed
 - Build a Bird Feeder
 - Make a Shoebox Habitat

Education Initiatives

890 Students Reached Through Engagements

44 Education Engagements

2,430 Training Hours

£11,252 Spent on Educational Engagements

Volunteering Initiatives

10 Initiatives

29 Hours

38 Participants in Volunteering Initiatives

£3,607 Total Cost of Volunteer Hours