

Sustainability Strategy



2023 - 2024	2025 - 2030	2031 - 2040	2041 - 2050
Individuals			
<p>Sustainability launch: Sustainability to be on the agenda at each company meeting – updates provided to staff.</p> <p>Lunch and learn: Training/workshop for staff to learn about sustainability and why it is a priority. Staff share ideas for work-based improvements, and we share our strategy/plans going forward.</p> <p>Staff to complete a 'commuting survey' to inform future travel to work schemes.</p> <p>Staff survey feedback on what sustainability means to them, what they know about sustainability, how important is it to them that they work for a company with green credentials etc? Use this as a benchmark.</p> <p>Everyone home safe everyday: Ambitious targets for safety and improve on them year on year.</p>	<p>Refresh mental health first aider training/increased number of people trained and signpost to staff the support that is available to them.</p> <p>Mind workplace wellbeing index – invest in a scheme such as this which informs WHE of staff wellbeing and how to support staff going forward.</p> <p>Staff wellbeing survey.</p>	<p>Repeat staff wellbeing survey and see increase in overall staff wellbeing.</p>	
Planet			
<p>Energy, waste, water, and paper consumption analysis and identify areas for improvement.</p> <p>Improvement on waste segregation and collection – aim to reduce our waste to landfill by recycling single use plastics & wood alongside our general recycling.</p> <p>LED lighting to be used across the offices/factory to reduce energy consumption.</p>	<p>Reduce CO₂ emissions by 50%.</p> <p>Join the zero-steel initiative.</p> <p>80% of steel to be procured from a responsible steel certified company/low emission steel.</p>	<p>Replace company fleet with electric or alternate zero emission fuel vehicles.</p>	<p>Achieve Net Zero (Carbon Neutral)</p> <p>100% Net Zero steel procurement</p> <p>100% EV/Zero Emission fleet</p>
Building			
<p>Office to be decorated and redesigned to support collaborative working and to create a modern, productive workspace.</p> <p>Solar panels to be fitted to reduce energy consumption (currently 40% of our carbon footprint)</p> <p>Including social value considerations into every new project we undertake. How can we have a positive impact in the communities in which we are working?</p>	<p>Full site survey to be completed to determine areas of heat loss within the office building.</p> <p>Invest in air conditioning/heating system which improves efficiency and provides a safer, more comfortable working environment for staff.</p> <p>Invest in a biomass boiler which will use waste wood to generate electricity to power the heating in our paint shop.</p> <p>Green energy procurement for gas and electricity when contracts come up for renewal in late 2024.</p>	<p>Digitise most of what we do – including site files/printing of drawings etc.</p> <p>Grey water/rainwater system to reduce water consumption.</p>	
Community			
<p>Join Main Contractors in community and social events.</p> <p>Explore how we can support local schools/colleges.</p>	<p>Invest in the wellbeing of all WHE staff.</p> <p>Partnership with local schools and colleges to recruit/train.</p> <p>Regular use of ROTLs from prisons near sites we work on.</p>		