

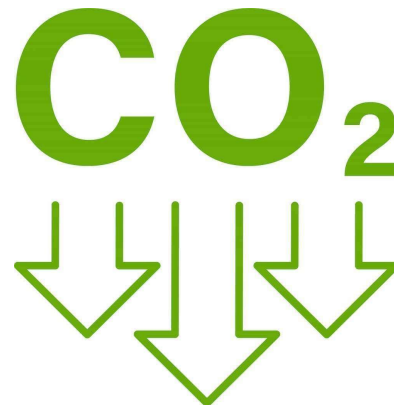


Carbon Reduction Action Plan 2023 - 2024

This document sets out the actions that will be delivered to minimise carbon emissions (both directly and indirectly) following an assessment of our current carbon footprint. It is our aim to develop strategies to achieve net zero carbon, combat climate change, improve waste and recycling processes, and efficient transport.

Our progress towards achieving the actions set out in this document will be reported during monthly Manager Meetings to ensure KPI's are effectively monitored.

Objective One	Objective Two	Objective Three	Objective Four
Management Approach	Net Zero Carbon	Volunteering and Support	Supply Chain



Focus Area Overview:

Carbon Reduction Action Plan



Management Approach

This will include the delivery of new strategies; leadership training; reporting mechanisms; and regular communication around our progress. Our Social Value Manager will be responsible for identifying key sources of emissions, measuring these figures, and establishing specific, measurable, and time-specific goals. This may include investing in energy-efficient technologies and practices to reduce energy consumption. Management overseeing our action plan will allow us to identify areas for improvement and further action.

Net Zero Carbon

We have produced an in-house policy called The Electric Commitment. This commitment sets out our promise to transition 80% of our car fleet to be fully zero emissions by the end of 2025. We adopted this policy following the announcement of a Climate Emergency in 2019, which reinforced the need for businesses within the construction industry to become more environmentally sustainable.

Volunteering and Support

To ensure that future generations are actively engaged and aware of environmental management, we will continue supporting schools and colleges, offering environmental workshops, innovative seminars, and volunteering in local initiatives (such as tree planting) which will create a greener, healthier and climate resilient community.

Supply Chain

We only procure from ethical and legal sources where materials have been verified using appropriate third-party certification such as FSC and British Standards. Subcontractors/suppliers are only appointed if they are synonymous with our sustainability criterion. It is our aim to further encourage the reuse of materials in preference to purchasing new materials where possible due to the energy efficiency of lower re-manufacturing levels. All members of the supply chain comply with relevant legal requirements and guidelines, with evidence of compliance in photographic or documentation form. Undertake assessments of environmental policies, management systems, and company procedures from those involved in the supply chain, collaborating on sustainable procurement opportunities throughout the supply chain.

Key Considerations

- 1. SME's play an important role in supporting the delivery of net zero carbon targets:** We can influence emissions reductions in the construction industry through the services we deliver, ensuring buildings comply with regulations (including BRE AAM, Building Regulations Part L), selecting suppliers who are committed to minimising their environmental impact. Leading by example is critical, reducing emissions within our own offices, researching new methods to target emissions including transport of materials, decarbonisation methods, electric vehicles etc.
- 2. Prioritising action on climate change delivers many local benefits:** As well as contributing to national net zero targets, carbon reduction programmes can bring a large range of benefits. These include lowering energy bills, driving economic regeneration, creating new jobs, improved health and opportunities to tackle social inequalities. For example, the enhancement of green and open spaces and have positive impacts on health and well-being.
- 3. Improving energy efficiency in buildings is a priority action area:** One of the most important roles that we can undertake is to provide support to the residential sector to implement and benefit from energy saving measures. On all projects, we undertake value engineering, working with specialist suppliers who can advise on measures to improve energy efficiency (such as insulation, or renewable materials such as solar panels). Improvements to indoor air quality is also a critical factor to consider when undertaking construction.
- 4. Transport:** Reducing transport emissions in the area through implementing sustainable travel programmes (e.g. encouraging 'Smarter Choices' through carpooling, incentives to use public transport, safe storage on site for employees commuting via bicycle). Promoting low-carbon vehicles by rolling out electric vehicle charging infrastructure is another priority action. We will continue to provide mandatory environmental and driver efficiency training, so our staff understand how to operate efficiently to minimise fuel consumption. This is reiterated through regular toolbox talks on best practices to reduce CO2 emissions and save energy.
- 5. Waste:** This is another key focus area, where we have an important role in waste prevention and sustainable waste management through awareness-raising campaigns, providing separate collection for recycling and food waste, and implementing waste-to-energy schemes.

Action	Output	Measure of Success	Owner	Delivery Date
Work towards our net zero carbon targets.	Continued development of The Electric Commitment Policy	Transition 80% of our car fleet to be fully zero emissions by the end of 2025.	Operations Manager	2025.
Improve our Waste & Recycling Strategy to reduce associated carbon emissions.	New Strategy and an accompanying Action Plan adopted.	Adopted Strategy and Action Plan.	Waste Team and Operations Manager	Q1. 2024.
Provide net zero and climate training capacity building to employees to reduce reliance on consultancies to deliver work on the Green City workstream.	Staff completing training courses e.g. LED lighting and solar PV training.	Increase in staff capacity and understanding of how to deliver net zero carbon projects and build climate resilience across the borough.	Construction Project Team	Ongoing.
Develop a sustainable supply chain and list of Preferred Suppliers	Progressive view of procurement within the relevant guidelines - direct impact in the construction industry to increase sustainability and promote environmentally conscious suppliers.	Review suppliers environmental policies and procedures.	Sustainability and Procurement Manager.	Ongoing.

Measure Carbon Emissions and present findings in monthly management meetings.	Identify areas where carbon can specifically be reduced, i.e., installing motion-detection lighting,	Carbon Emissions are reduced.	Sustainability Manager	Ongoing.
Provide updates on air quality performance.	Continue to update Directors on progress that is being made to improve air quality on all projects.	Clear and transparent process to update the Directors on progress being made on air quality.	Air Quality Specialist.	Ongoing.
Provide mandatory training on climate change (and other environmental issues) to all staff.	An increased understanding from staff on how they can help facilitate and enable progress on Carbon Reduction at work.	All staff complete training course.	All.	Q2. 2024
Deliver a minimum of four environmental awareness workshops across schools / colleges.	Offer measures to reduce energy consumption and carbon emissions at four schools, more awareness in the younger generation.	Obtain feedback from pupils, staff as well as identify if carbon emissions have reduced as a result of our suggestions.	Sustainability Manager	Q3. 2024
Review of our single use plastic policy.	Distribution of revised single-use plastic policy.	The elimination of single-use plastic on projects.	Sustainability Manager and Operations Manager	Q.1 2024