

ESG Annual Impact Report

Highlights of 2023



People, planet and purpose



How do we devise our strategy?

Businesses are facing increasing pressure to address ESG concerns and it is important to understand what it means to be ESG-orientated. There are several key indicators that can help gauge a business's ESG orientation. The following points highlight some of the key indicators that indicate a businesses commitment to being ESG-orientated. By prioritising these indicators, we can build a more sustainable business model that creates long-term value for all stakeholders.

Environmental Impact:

As an ESG-oriented business we demonstrate a commitment to reducing our environmental impact. This includes efforts to reduce carbon emissions, decrease waste and conserve natural resources.

Social Responsibility:

As a business that is ESG-oriented we are committed to being socially responsible. This includes initiatives to promote diversity and inclusion, fair working practices, and community engagement.

Governance Practices:

As a company that is ESG-oriented we have strong governance practices in place. This includes transparent reporting, ethical leadership and

a commitment to accountability embedded in day to day processes.

Stakeholder Engagement:

As an ESG-orientated business we prioritise stakeholder engagement. This includes gaining feedback from customers, employees and other stakeholders and integrating this feedback into business decision-making.

Long-Term Value Creation:

Finally, as an ESG-orientated business we prioritise long-term value creation over short-term gains. This includes investment in sustainable business practices, research and development and employee training and development.

76%

would boycott a company if it supported an issue contrary to their beliefs.

87%

of consumers said they would purchase a product because a company advocated for a cause they cared about.

\$30

trillion is the amount of money that millennials and Generation X stand to inherit over the next 30 years.



The year in review...



Mental health

15% of all employees are trained Mental Health First Aiders. This has led to the following workplace improvements:

- / Employee led Mental Health Forum taking place every 6 weeks to support & unite an internal network of Mental Health First Aiders.
- / Inductions now include information of Mental Health support available.
- / Information boards, screens & newsletters now show current mental health & signposting information.
- / Goody bags produced for all staff members promoting positive mental health behaviours.

“There has been times in my career when having someone to talk to in a safe understanding environment at work would have helped me, this is one of the reasons I wanted to do the course, so that I can be that person for someone else in time of need. The course was insightful and empowering, I’m glad I was offered the opportunity to do it.”

Frederique Gerard - Head of Strategic Marketing

15%

of all employees are Mental Health First Aiders.

7

incidents where Mental Health First Aider Support support was deployed.

288

hours of Mental Health First Aid Training for H&SI Ltd employees.

ASK ME ABOUT MENTAL HEALTH FIRST AID



MHFA England

#MentalHealthFirstAid



Significant highlights

Apprentices

AWARDED SILVER ACCREDITED MEMBERSHIP OF THE 5% CLUB



This award recognises our significant contribution to the continued development of all our employees through “Earn & Learn” schemes including Apprenticeships, Graduate Schemes and Sponsored Students Course Placements.

From an impressive list of 180 members, Hill and Smith Infrastructure Ltd was one of the 22 Employers who met the Silver Standard this year.

The 5% Club is a dynamic movement of Employers all of whom are inspired to take positive action for increased, inclusive, and accessible workplace training for all with membership which now exceeds 900 companies, representing over 1.6 Million employees.

85%

of our apprentices finish their apprenticeship's and progress onto another apprenticeship or permanent role within our organisation.

1

of 22 companies who met the Silver Standard this year.

75%

of the apprentices currently employed by our organisation are female, helping contribute to the minorities in our sector.

“I opted to start this apprenticeship to help me personally to improve my skills. As a result my knowledge, skills and confidence have improved and I’m implementing new processes throughout the whole of H&S Infrastructure.”

Helen Oakley - Commercial Assistant (Customer Service Apprenticeship (Level 3))





Volunteering

All staff now have the opportunity to uptake 14 hours of paid volunteering per year. Staff have taken the chance to take part in several Volunteer Packing Days over the past twelve months, helping Operation Orphan pack boxes of essential aid to be sent to Moldova, Ukraine, and Turkey.

Team members have also arranged collections of funds and chocolate gifts to support their Christmas and Easter gift programmes. Their local UK-based project, Forget-Me-Notts, provides specially prepared selection boxes and Easter eggs to vulnerable children who may not receive any other gifts during festive seasons, as identified by social workers. Every contribution has had a huge impact on children to bring a smile to their faces, and let them know that they are not forgotten.

“It is a privilege to partner with a company whose values align with our own - values which are evident in your team members’ willingness to help, and the care taken with their work.”

Caitlin Sayce, Operations Manager, Operation Orphan

£1016

of social value contribution arising from local volunteering.

60

hours of volunteering were supported by the company in work time.

14

hours paid time to attend various volunteering events per employee, per calendar year.



Carbon Footprint Assessed

We were formally “Carbon Footprint Assessed” as an organisation in January 2023. Our carbon release was 32.31 Metric tonnes of Co²/£m turnover. When compared to Costain emissions in 2021 their carbon release was 42.97 Metric tons of Co²/£m turnover. Balfour Beatty for 2021 is 36 Metric tons of Co²/£m turnover.



CO₂e
Assessed
Organisation

32.31

Metric tons of Co²/£m turnover third party verified.

2093

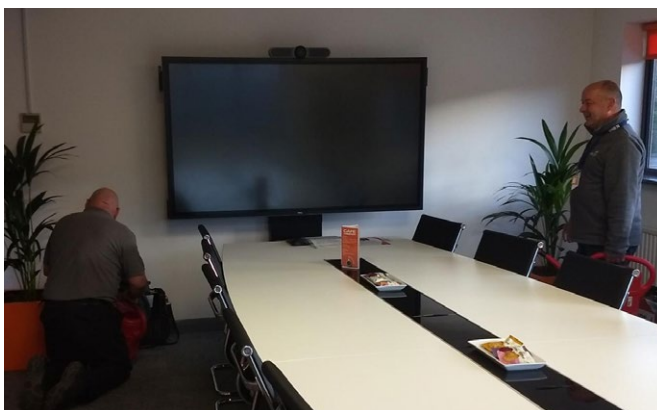
biodiversity observations made by the team.

636

different species identified in the UK by our team.

Carbon Working Group

Carbon Working Group collaborated to implement lots of business improvements, including creating green spaces for all departments with the introduction on plants in our offices to help improve air quality & general wellbeing for employees.



Biodiversity project

Launched a Biodiversity for employees, road construction partners and members of the public to enhance research grade, publicly available data on biodiversity near our roads. This tool also acts as a wellbeing tool for our employees and was shared with the supplier network. This was co-supported by the SMPA.





Sustainable products

2023 saw the launch of a low carbon precast concrete barrier, the REBLOC LC RB80XA H1 as part of our commitment to meeting net zero across our operations by 2040.

The reduced carbon concrete provides a 33 % reduction in the carbon from the concrete element in each barrier.

The REBLOC RB80XA H1 requires 50% less steel and 20% less concrete compared to the original model and – by using a low carbon concrete mix in its production – further reduces CO²

emissions by 33%. The barrier has been crash tested to meet EN1317 standards and, on production of 1,000 metres, offers a 5,250kg reduction in steel and requires 40m³ less concrete. It is the new benchmark precast concrete barrier supporting lean construction programmes in the market.

“This product has also been designed to achieve minimal civils work and managed construction risk – meaning decreased site time, reduced site traffic and shorter construction programmes – and we are delivering a real positive contribution to the sector’s overall carbon impact.”

Nigel Bullock - Head of Solutions

50%

less steel compared to the original model.

20%

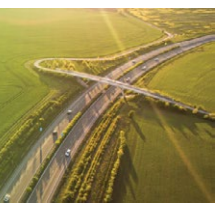
less concrete compared to the original model.

33%

less Co2 emissions compared to the original model.



SUPPORTING NET ZERO





Charitable donations, sponsorship & fundraising

£13K

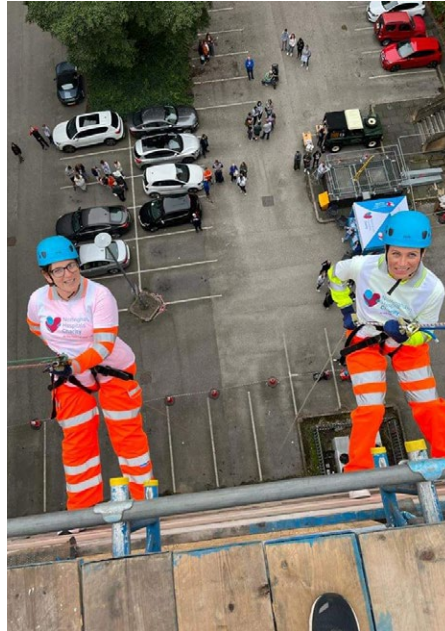
of donations, sponsorships and fundraising made in 2023.

£2,116

raised in one single, employee led, event.

5126

miles walked to raise money for Turkey/Syria DEC earthquake Appeal.



“These donations empower our team in the field, and offer an injection of hope and practical support for those affected by events such as earthquakes or war.”

Caitlin Sayce, Operations Manager, Operation Orphan





Educational visits

Girls in Engineering

Our Head of ESG, Kathryn Cooper, visited Year 5 & 6 Primary School children in Norfolk, to teach them about roles in Engineering they might be interested in. Some of the highlights were activities which included, guess my job & putting the children into groups to build the best marble run. The innovations witnessed that day was inspiring for all.

“Thank you so much for your fantastic engineering activities. The children engaged so well with your lessons and loved learning about engineering first-hand from people in the industry. It was really powerful and great fun. It was also brilliant to have women representing the field as well to develop the aspirations of our girls.”

Bryony Best, Head of School, Spooner Row Primary School



Building futures: STEM

Visiting schools in Nottinghamshire, reaching over 120 students to introduce the book “When I Grow Up” which helps unite our industry in that movement. The storybook gives an engaging introduction to the industry at a young age and helps promote STEM subjects to children who otherwise may not consider this path.



Employability skills talks

Supporting Bilborough College in the East Midlands, with their Y12 students during their Work-Related Experience & Progression Week. We provided practical advice and hints and tips for developing and using employability skills, such as, preparing for and succeeding in interviews.





Stakeholder engagement - SMP Alliance



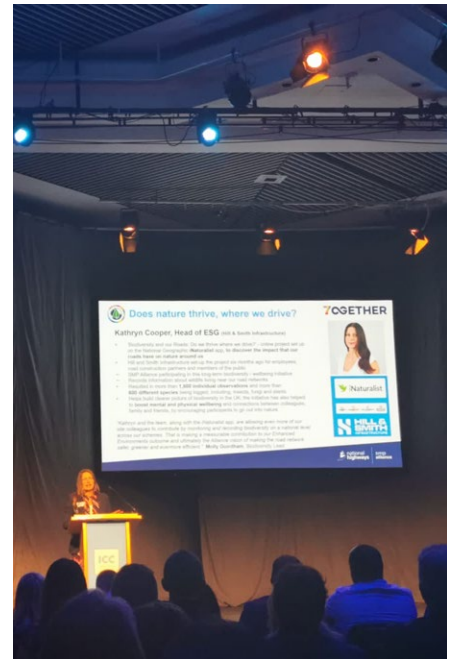
smp alliance

Biodiversity talk at 7OGETHER Conference

Our Head of ESG, Kathryn Cooper, was asked to speak at the ICC, Birmingham at the 7OGETHER Conference hosted by SMP Alliance & National Highways. This joint led, Biodiversity project looks to invite everyone to help learn & record information about wildlife living near our road networks to create more, research grade, publicly available data for the industry.

“Kathryn & the team, along with the iNaturalist app are allowing even more of our site colleagues to contribute by monitoring and recording biodiversity on a national level across our schemes. In turn, that is making a measurable contribution to our Enhanced Environments outcome and ultimately the SMP Alliance vision of making the road network safer, greener and evermore efficient.”

Molly Guirdham, Biodiversity Lead at SMP Alliance



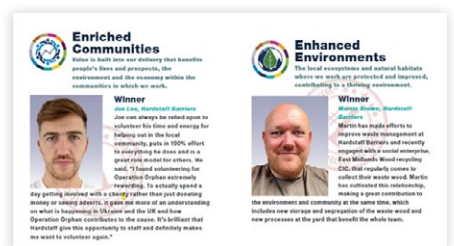
Member of the wellbeing steering group

Proud to be a member of the SMP Alliance Wellbeing Steering group, helping showcase and the lead the way in wellbeing for the industry’s supply chain. Here we help create tools for partners and suppliers to engage in, to enhance their wellbeing offerings to not only support colleagues working within the alliance, but also in their wider organisations.



Outcome award winners

Employees fighting off stiff competition from the entire supply chain and being recognised for their efforts with SMP Alliance OUTCOME Awards. These include Joe & Martin for their efforts in different KPI areas in the SMP Alliance, including Enriched Communities & Enhanced Environments.



People, planet and purpose

In the press

“Stakeholders are now increasingly evaluating companies beyond short-term profits, with emphasis on ESG”

“While the focus is often on the management of risks associated with ESG factors, these same factors often create opportunities”

“Companies that are improving on critical ESG measures or are exposed to ESG-driven growth trends could represent attractive investment opportunities”

“I’d like to thank all our employees, suppliers, customers & investors for their authentic engagement & commitment to ESG in our business in 2023. Without this collaborative approach none of what has been achieved would be possible.”

Kathryn Cooper, Head of ESG, Hill and Smith Infrastructure Ltd



“The Hill & Smith Infrastructure team have been very proactive in considering sustainability and how they can improve their performance, regularly seeking support and advice from Group. The efforts to report data into the Greenstone system for our annual GHG emissions calculations have been good, particularly given the multitude of sources for the data needed.”

Lucinda Farrington-Parker Head of Sustainability, Hill and Smith PLC

55%

of shoppers worldwide are willing to buy products from companies that prioritise positive social and environmental impact, according to a [survey by Nielsen](#)

48%

of investors are now interested in sustainable investing funds, while a Dow Jones survey of 200 investment professionals, also conducted in 2022, projected that ESG investments would more than double over the next three years.

2 IN 5

employees responding to a survey by Robert Half said they’d look for a new job if their employer wasn’t doing enough on ESG issues.

22%

of 18–34 year-olds are putting corporate values above salary.

Protecting people, property and infrastructure



Through relentless innovation and service excellence, we will deliver safer and more sustainable spaces to live, work and travel.

Thank you for being part of our journey and we look forward to increasing our impact in 2024.

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