

# TAKING RE:SPONSIBLE ACTION



We keep communities connected, like this footbridge at [Darley Abbey](#).

Our activities help shape the world we live in and leave a lasting impact. That's why we're committed to protecting the planet, caring for our people and communities, and being a responsible business. This responsible business plan outlines how we're achieving these goals.



Temporary works. Trusted solutions.

# TAKING **RE:**SPONSIBLE ACTION



**“I’m proud to share our ESG strategy, outlining our progress and ongoing efforts to protect the planet, care for our people and community and be a responsible business.”**

Sustainable practices are not only crucial for the well-being of our planet, but for the long-term success of our business. By integrating sustainability into everything we do, we can create lasting value for our stakeholders, our communities, and the environment.

ESG has become a vital framework, guiding our decision-making process, ensuring we remain mindful of our impact on the world around us.”

**David Adams,  
Mabey Hire CEO**

## **A strategy built on strong foundations**

To develop an effective ESG strategy that’s aligned with the UN Sustainable Development Goals (SDGs), we used the guiding principles and key steps outlined in the [SDG Compass](#).

As a business we’ve:

- Established a cross-functional ESG steering group
- Developed our knowledge and understanding of ESG matters
- Carried out an impact assessment of SDGs against the value chain of Mabey Hire
- Identified and aligned our ESG drivers to the UN SDGs
- Engaged key stakeholder groups and conducted a materiality assessment
- Confirmed our priority areas
- Set objectives and key results
- Created action plans for each objective
- Developed a UK wide ESG Champion community.



“  
We’re committed  
to being a Net Zero  
business by  
**2035**  
supporting the  
UK’s 2050 target.”

We support biodiversity projects, like the construction of **Lincomb Fish Pass** on the River Severn.

# OUR **RE**:SOLUTION FOR TODAY AND TOMORROW

**ESG stands for Environmental, Social and Governance and our strategy sets out how we're taking responsibility for protecting the planet, people and communities to achieve a sustainable future, from the way we behave and operate as a business, to the actions we all take every day.**

As a leading temporary works specialist in the UK, we've spent the last 60 years building a reputation for engineering and service excellence. Across civil infrastructure, building and utilities, thousands of customers every year count on us to help them build with confidence, above and below ground.

That means we also have a vital role to play in supporting our customers and the built environment to reduce its carbon emissions and become more sustainable.

As a business, we've always been passionate about the safety and well-being of people and the planet, including the places where we live and work. Our ESG strategy is founded on our expertise, experience and values, alongside the many steps we've already taken to transform our strategic commitments into a clear action plan for success.

We believe that how we do things is just as important as what we do. That's why our values are such an integral part of our ESG strategy and action plan. Together, we can do the same to build a better future for our people, our communities, and the planet.

## OUR VALUES



### WE ARE: **EXPERTS**

We are driven to be the best at what we do. We know that our combined knowledge and capability is what sets us apart, but we don't stop there. We are always listening learning and adapting to keep ourselves in front, and our people and customers safe. No matter what role we play in any project, we use our expertise to best effect, delivering the solutions that enable us to make a difference.



### WE ARE: **SOLUTIONS FOCUSED**

Whether it's a complex project or a demanding deadline, every project presents its own unique challenges. It's our job to use our expertise and resources to find the best solution. We work hard to take problems away, add value and create long-term relationships.



### WE ARE: **COLLABORATIVE**

The best solutions come when we combine all our skills and knowledge – driving, inspiring and complementing each other to aim higher and do better. And that includes all our customers; we listen, we understand the challenges, and we work together, so we can create the best outcome.



### WE ARE: **STRAIGHT TALKING**

Yes, what we do is often highly technical. And yes, it can be complex too. But at heart, we are down-to-earth people. We always try to keep it simple, sharing our expertise and our honest advice. From the site to the boardroom, we are straightforward, open and fair in everything we do.



### WE ARE: **UNSTOPPABLE**

We love what we do and we see opportunity everywhere. It's what gets us out of bed in the morning, and to go for it with everything we've got. Add to that our know-how and our winning mentality, and we can overcome any challenge. That's what makes us unstoppable.

“ ESG has become a vital framework guiding our decision-making process, ensuring we remain mindful of our impact on the world around us.”

# RE:COGNISING OUR ESG CHAMPIONS

**We're all on the journey together. Our people are at the heart of our ESG story, supported by our ESG Champions.**

Working together across the company in every team, depot and office, our ESG Champions lead, support and coordinate the actions we're taking as a responsible business on our journey towards Net Zero. As a community, our ESG Champions connect to share ideas and best practice throughout Mabey Hire, helping us to take the big and small steps needed to reach our ESG goals.

## **Our ESG Champions are helping to:**

- Shape our action plans
- Lead community engagement from supporting local schools, charities and businesses, to fundraising and community events
- Reduce our environmental impact and enhance biodiversity
- Track our progress to see how we're making a positive contribution
- Enhance their own and their colleagues' personal and professional development.

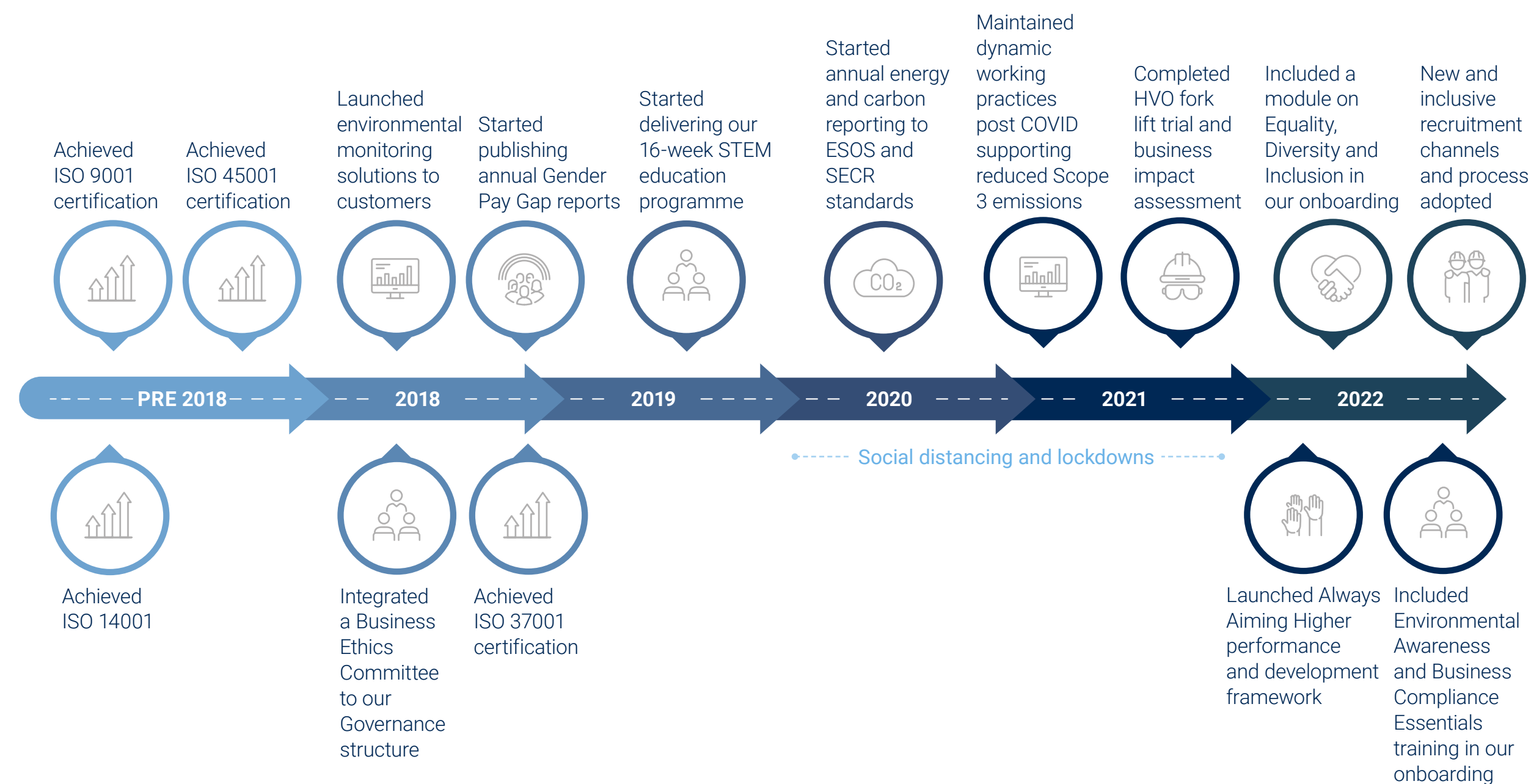


“ We're encouraging the next generation of engineers with our **STEM Education Programme.** ”

# RE:COGNISING OUR JOURNEY SO FAR

We've been running our business in a responsible way that protects and sustains the environment, local communities and our livelihood for future generations for many years before refreshing and aligning our approach to the ESG framework.

Here are some of the highlight achievements from our existing social responsibility strategy over the last few years.



We've been supporting sustainability projects for many years, like this hydroelectric plant in **Yorkshire**.

# RE:AFFIRMING OUR COMMITMENTS

Our ESG strategy and action plan is part of our overall business strategy and is aligned to selected United Nations Sustainable Development Goals (SDGs).

There are 17 SDGs in total, launched by the UN to provide a clear blueprint for sustainable development around the world. Together, they aim to achieve environmental sustainability, economic sustainability, and inclusive societies.

We're focusing on the SDGs that are most relevant to what we do as a business, as identified during our impact assessment on the Mabey Hire value chain providing strong foundations to our ESG goals.



## PROTECTING THE PLANET

Taking action today to protect our planet's future:

- Net Zero 2035
- Enhancing biodiversity
- Reducing waste to landfill
- Paper-lite business.



## CARING FOR PEOPLE & COMMUNITY

Supporting a fair and inclusive society:

- Providing an inclusive workplace with equal opportunities
- Engaging with the communities we work in
- Early career engagement
- Supporting our people.



## BEING A RESPONSIBLE BUSINESS

Doing the right thing:

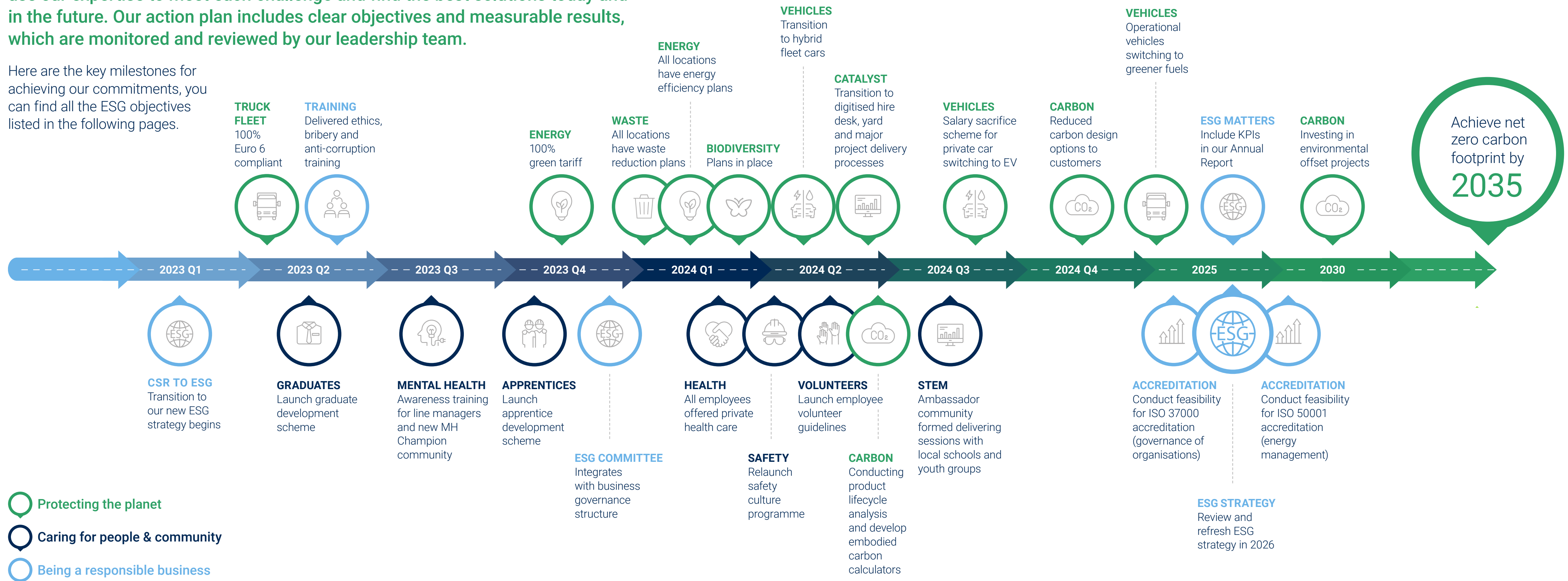
- Fair and rewarding remuneration
- A compliant and responsible business
- Responsible procurement and supply chain management
- Transparent reporting.



# RE:VEALING OUR JOURNEY TO NET ZERO

Whether related to the environment, social value or governance, each pillar of our ESG strategy presents unique challenges and opportunities. As a learning organisation, we know that continuous improvement is vital to success, so we'll use our expertise to meet each challenge and find the best solutions today and in the future. Our action plan includes clear objectives and measurable results, which are monitored and reviewed by our leadership team.

Here are the key milestones for achieving our commitments, you can find all the ESG objectives listed in the following pages.



# RE: ENVIRONMENT

## PROTECTING OUR PLANET

Taking action today to protect our planet's future.



### Net Zero 2035

We're aiming to achieve a Net Zero carbon footprint by 2035, by:

- **Reducing Scope 1** (direct) emissions by moving towards hybrid and electric company car and operational vehicle fleets (including depot plant, trucks and vans) – alongside a salary sacrifice scheme to encourage our people to switch to electric private vehicles
- **Reducing Scope 2** (indirect) emissions by using 100% renewable energy sources to power our workplaces – alongside our energy efficiency plan for all locations – the Big Switch-Off League Table
- **Reducing Scope 3** (indirect) emissions by decarbonising transport and distribution in our supply chain, launching a Cycle to Work scheme, tackling embodied carbon through product lifecycle analysis, and providing reduced carbon design solutions to our customers
- Investing in environmental projects to offset unabated carbon.



### Enhance biodiversity

We're aiming to increase biodiversity across our estate, by:

- Developing and implementing Biodiversity Enhancement Plans in all locations, including ecological surveys where relevant
- Creating and proactively managing defined green spaces at all our locations.



### Reducing waste to landfill

We're aiming for a minimum 96% recycling rate, and a 20% reduction in our waste volume, by:

- Improving waste stream identification and disposal
- Developing and implementing Waste Reduction Plans in all our locations using the waste hierarchy – prevent, reduce, reuse, recycle, recover, dispose
- Removing all single use items such as plastic and paper cups
- Introducing an internal awareness programme on waste and recycling targets.



### Paper-lite business

We're aiming to prioritise digital business processes and minimise our paper use, by:

- Creating digital versions of resources such as our product user guides and delivery paperwork
- Introducing an internal awareness campaign – Think Before You Print
- Delivering our Catalyst project, transitioning to digitised hire desk, yard and major project delivery processes.



### Key drivers for change

- Concrete, steel and aluminium are responsible for 23% of the world's carbon emissions  
[architecture2030.org](http://architecture2030.org)

- In the UK, biodiversity has declined by almost half since the 1970s, as natural habitats have been lost to commercial farming and the built environment

[RSPB State of Nature Report](http://RSPB State of Nature Report)

- Construction creates an estimated third of the world's overall waste  
[bimbox.co.uk](http://bimbox.co.uk)

- The average UK office worker uses approximately 10,000 sheets a year, and 75% of this ends up in the waste paper bin.

[flexible-storage.co.uk](http://flexible-storage.co.uk)

“  
We're aiming to achieve a Net Zero carbon footprint by 2035



# RE: SOCIAL CARING FOR PEOPLE AND COMMUNITY

## Supporting a fair and inclusive society.



### Providing an inclusive workplace with equal opportunities

#### We're increasing workforce diversity by:

- Adopting inclusive recruitment and job posting best practice
- Supporting Women in Engineering events and campaigns
- Increasing diversity of people in senior roles.

#### We're also:

- Increasing Equality, Diversity, Inclusion (EDI) awareness amongst our people
- Adopting alternative recruitment channels that support equal access to employment including partnerships with Department for Work and Pensions (DWP), Armed Forces etc
- Actively supporting people, parents, and carers in, or returning to work
- Supporting people-focused internal campaigns throughout the year
- Adopting a dynamic working approach.



### Engaging with the communities we work in

#### We're increasing our support to local people, businesses, initiatives and charities by:

- Providing employee volunteering guidelines
- Each depot supporting at least one local business, charity, school or project
- Each depot nominating a local charity and completing at least one "all hands" fundraising event every year
- Employing local people.



### Early career engagement

#### We're supporting people into 'earn and learn' jobs and we're championing STEM (science, technology, engineering, mathematics) activity in the community by:

- Doing a regular STEM Ambassador on-boarding drive
- Each location completing at least two STEM events annually with local organisations
- Developing 'STEM Lite' programme alongside our existing 16-week Education Programme
- Providing a structured learning environment for Apprentices and Graduates with our renewed development schemes.



### Supporting our people

#### We're supporting health, well-being and career progression opportunities by:

- Maintaining access to our Employee Assistance Programme (Help at Hand)
- Offering a private healthcare scheme to all our employees
- Running our safety culture programme – Home Safe, Injury Free, Every Day
- Having at least one Mental Health Champion at every location
- Providing support to small and medium-sized businesses (SMEs) through the Working Well Together forum
- Partnering with Mates in Mind, to support operational teams at our depots
- Utilising Employee Networks, for example Menopause and Me, and Mental Health
- Embedding performance and development focused conversations with our Always Aiming Higher appraisal approach
- Providing multiple career development pathways with our refreshed Learning & Development strategy.

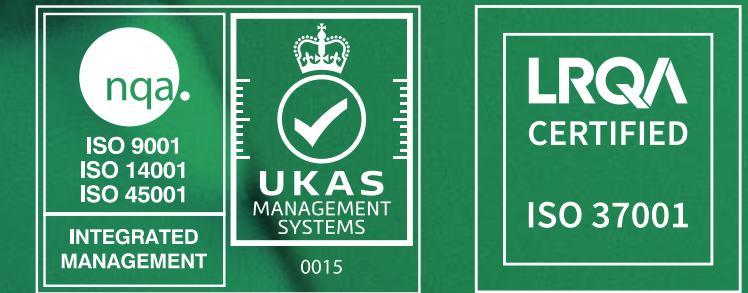


11TH  
CONSECUTIVE  
YEAR



# RE: GOVERNANCE

## BEING A RESPONSIBLE BUSINESS



### Doing the right thing.



#### Fair and rewarding remuneration

**We aim to provide fair pay and benefits to all employees by:**

- Reviewing pay and benefit schemes ever year
- Embedding an annual review process for salary benchmarking aligned to best practice and using industry compensation data.



#### Being a compliant and responsible business

**We're aiming to be a values driven business with a proactive and robust approach to business ethics, market leading in best practices and recognised standards, by:**

- Maintaining ISO 37001 certification with an annual review process
- Completing annual Code of Conduct training for all staff
- Delivering Ethics, Bribery and Anti-Corruption training for relevant roles
- Submitting all concerns for review by the Business Ethics Committee, recorded on the Business Ethics Register to demonstrate transparency
- Integrating our Values into key business and HR processes and delivering an internal Values campaign
- Maintaining ISO 9001, ISO 45001, and ISO 14001 with internal audit programmes to highlight risks and identify improvement areas
- Consider accreditation or being audited to ISO 37000:2021 standard: Governance of organisations
- Consider accreditation to ISO 50001 standard: Energy Management.



#### Responsible procurement and supply chain management

**We're aiming to manage our procurement and supply chain responsibly by:**

- Complying with our [Modern Slavery Policy](#)
- Completing Modern Slavery awareness training with all our staff
- Improving our Supplier Quality Assurance process providing robust and effective supplier selection, including international suppliers
- Reducing Scope 3 (indirect) emissions by reducing the carbon resulting from transport and distribution in our supply chain.



#### Transparent reporting

**We're aiming to comply with carbon reporting and regularly share our ESG performance by:**

- Maintaining annual carbon emissions reporting compliant with regulated standards (we're currently complying with the UK Government's Streamlined Energy and Carbon Reporting (SECR) policy)
- Including ESG objectives progress in internal communications and business updates
- Our national leadership team reviewing our ESG KPI report every quarter
- Including ESG matters and performance in our annual reporting.

“  
Being a responsible business means doing the right thing, always.”

# WE'VE MADE A **RE:**SOLUTION

ESG can be a complex topic, but at its heart we know it's about doing the right thing for the environment and each other, including our colleagues, customers, and communities.

The best solutions come when we combine all our skills and knowledge, inspiring and complementing each other to aim higher and do better. And that includes our customers and supply chain, as well as our teams. Together, we can go further and achieve the very best ESG outcomes.

While we've made significant progress in our ESG journey, we recognise that there's always room for improvement.



We encourage all team members to participate, innovate and champion our sustainability initiatives and responsible practices. We'll continue to set ambitious targets, measure our performance, and hold ourselves accountable.

David Adams, CEO.



Protecting the planet and our country's heritage by repurposing historic buildings, using façade retention, like this Grade 1 listed building in **Glasgow**.



Temporary works. Trusted solutions.



**Please consider the environment before printing.**

This document is intended to be read on screen and is helping us towards our goal of being a paper-lite business.

**[mabeyhire.co.uk](https://mabeyhire.co.uk)**

[ESG@mabeyhire.co.uk](mailto:ESG@mabeyhire.co.uk)

Mabey Hire Ltd, 1-5 Railway Street, Scout Hill, Ravensthorpe, Dewsbury, WF13 3EJ