

CSR World Leaders Volume 27

A Work of Reference

A selection of International CSR Excellence Award-winning papers, demonstrating corporate social responsibility programmes at their best.

www.csrawards.co.uk



**THE INTERNATIONAL
CSR EXCELLENCE AWARDS**

for companies that have a heart

First published: 2023

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for companies that have a heart

Setting the standard...

The CSR Yearbook is a comprehensive global resource on corporate social responsibility best practices.

It is published by The Green Organisation in tribute to the environmental endeavours and generosity of our CSR World Leaders.

These are the companies, councils and communities who have won the International CSR Excellence Awards for their environmental efforts, and who have taken their commitment to the next level by helping others to help the environment.

They are assisting us in publishing their award-winning papers in The CSR Yearbook, and we distribute this

valuable work of reference free of charge to environment professionals all over the world.

By helping others to follow their environmental lead and learn from their experiences and successes, they fully deserve the title of CSR World Leaders.

Not only do they allow us to publish their case histories, but they welcome any followup inquiries. Each CSR World Leader has a contact name and number shown in the Index, and any of them will do all they can to help others help the environment.



Editor's Note

In the interests of accuracy, these International CSR Excellence Award-winning papers are published here in their original form – basically as provided by the entrants.

As many of the papers are of a technical or specialist nature, it was decided that the experience and expert knowledge of the contenders should not be compromised by the grammatical priorities and

consistency of style that usually dominate the editing process.

Our priority is to communicate the aims, methods and achievements of our winners as they wish them to be presented. To this end, the contents have been only lightly edited and we ask for your tolerance of any grammatical shortcomings that might result.

The International CSR Excellence Awards

www.csrawards.co.uk

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A

AD CONSTRUCTION GROUP

Page 13

AD is a powerhouse of sustainability, wholeheartedly devoted to delivering exceptional, top-notch projects for public sector partners. Their commitment goes beyond excellence, encompassing apprenticeships, training, local employment, supply chain engagement, sponsorship, community involvement, and impactful investments—a testament to their unwavering dedication to a better future.

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C

COOPERVISION

Charity Raising

Page 21

CooperVision is a global company that manufactures contact lenses for the worldwide market, and their CSR policies are equally far-sighted; from providing free eye-care to thousands of Ugandans to helping the homeless in their home county they saw the needs and responded effectively.

EMMA PURCHASE

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CR CIVIL ENGINEERING

Page 24

It is the policy of CR Civil Engineering Ltd to deliver the highest level of service to their customers, employees and other key stakeholders. As a responsible organisation they are committed to the following:

- The communication of strategies, objectives and targets to customers, employees and key stakeholders to help drive continuous business improvements within the organisation, supply chain and customer base.
- The fulfilment of corporate responsibilities in relation to the environment, established business values, moral expectations, professional and legal standards.
- The review of all feedback received from customers, employees and key stakeholders and open dialogue with these stakeholders to ensure that they fulfil the requirements of this policy.

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D

DEILIGHT CONSULTING (UK) Ltd

Project Speak Up

Page 30

As a gay mixed-race inner-city boy from divorced parents and a Jehovah's Witness background, Ian Clarke was never likely to have an easy life, yet his skills and ambition drove him to a very high level in the banking world. Despite this his ethics would not allow him to play it safe and he has instead focussed his energies on supporting and promoting minority-groups in business and calling out racist and homophobic actions of global corporations.

IAN CLARKE

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**DR MGR EDUCATIONAL & RESEARCH
INSTITUTE**

Energy Awareness Club

Page 34

This institute has spent the last 7 years creating and promoting CSR initiatives that have directly benefited over a million people in India and elsewhere. They have provided education and materials that have enabled huge sustainability gains matched by real-world cost savings for poor and rural communities.

Dr. L RAMESH

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E

**EDMONTON GREEN SHOPPING
CENTRE**

You Care, We Care, Edmonton Cares

Page 38

This shopping centres philosophy of “You care, we care, Edmonton Cares” has seen help and benefit going to several groups, charities and schools, which helped a large cross section of the community including 77 local organisations and charities in 2021 and the aim to increase this year on year.

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ENDRESS+HAUSER

Eco Vadis

Page 42

Endress+Hauser takes an active position in our local area to partner with like-minded organisations and support children in education with learning about sustainability measures. They proactive look to reduce their carbon footprint and avoid harm to the environment both right now and into the future. They invest in benchmarking audits and actively pursue any recognised room for improvement.

MAX CLARKE

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E

ETIHAD RAIL

Sustainable Rail

Page 47

Modern technology has allowed the development of its rail network to offer a reliable transport solution that generates up to 80% less CO2 than road-transport alternatives. Each train removes the need for up to 300 trucks, and the sustainable design has brought costs down significantly.

SULAIMAN AL HAMMADI

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G

GENQUIP GROUNDHOG

Unisex Solarloo

Page 54

The Genquip-Groundhog Unisex SolarLoo was created in response to the need for quality unisex welfare systems serving the construction industry. They have manufactured this unit to operate with minimal impact with very low CO2 output and water-use including veg-oil fired water-heating technology.

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GOPLASTIC LTD

Outdoor Street Furniture

Page 58

This company produces street furniture, play equipment and equine materials made from 100% recycled plastics. Their products have many community benefits include low-impact installation, visual and practical enhancement, zero maintenance and long life. Beyond all that, each ton of recycled plastic saves almost 13 tons of CO2 compared to new plastic.

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H

HORIZON THERAPEUTICS

Not Just Survive But Thrive

Page 64

Horizon partnered with Gift of Adoption (GOA) in 2019 to develop the #RAREis Adoption Fund, which will help more than 35 children with rare diseases join their new families, who will love and care for them (over three years). The RAREis Adoption Fund delivers financial support to families that need help covering the cost of adopting children with rare diseases.

IZABELA TYSZKA

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K

KING POWER INTERNATIONAL CO.LTD

King Power Core

Page 69

King Power have great belief in the people of Thailand, and want to improve their chances in life through various CSR initiatives. The “Sport Power” scheme is creating 100 artificial sports pitches across the country to benefit the youth nationwide.

SUPANNEE TANIAM

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KINGDOM HOUSING ASSOCIATION

Kingdom Provides More Than a Home

Page 74

While many Housing associations earn negative press, Kingdom, with their philosophy of “More Than a Home” make great headlines. A strong community network has seen the free provision of hundreds of laptops, cost-saving gifts to their tenants, assistance funds and community workshops all of which support and strengthen the communities they care for.

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P

**PERTAMINA REFINERY UNIT 111
PLAJU**

Community Commitment

Page 80

The program involved 15 districts, benefiting over 750 people and achieving social and environmental impact. It reduced 33,600 tons of CO2 emissions annually and promoted urban farming for food security and green areas. Recognized nationally, it exemplifies sustainable collaboration between the company and local residents, fostering self-leadership and human capital development. Pertamina RU III Plaju aims to transform individuals into emerging leaders, going beyond traditional CSR efforts.

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POWER GRID CORPORATION OF INDIA

Improving Rural Livelihoods

Page 84

The flagship project “Improving Rural Livelihoods and Protecting Environment through Integrated Watershed Management” focuses on sustainable development in Kurnool, Andhra Pradesh, Kudgi, Karnataka, and Kalahandi, Odisha. It addresses multiple SDGs, improves crop productivity, and has a positive impact on communities.

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P

**PTT EXPLORATION & PRODUCTION
PLC**

H.T.M.S. Underwater Learning Site

Page 90

Tourism and marine artifact trade has seen the rapid decline of Thailand's coral reefs, but policing these areas is completely impractical. PTT have instead taken a provision and education approach, using 2 WW2 battleships to promote new coral growth and to provide a diving venue that is used to teach divers the importance and benefits of a healthy marine ecosystem.

NUANPHEN SUK-ARAM

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S

SAVIENT Ltd

Page 96

At Savient, the team is passionately committed to making a difference not only within their workplace but also in the community. By prioritizing treating people with respect and kindness, they empower them to achieve remarkable feats. This approach fosters exceptional bonds with the stakeholders, resulting in flourishing business connections and thriving community relationships.

SARAH JAMES

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STONE TECHNOLOGIES

Page 101

Stone Technologies takes immense pride in actively supporting impactful local and national charities, bringing meaningful change to the communities their staff call home. Furthermore, they go the extra mile by running programs that offer work experience opportunities and valuable staff benefits, fostering a culture of giving back.

ALISON HODGENS

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AD CONSTRUCTION GROUP

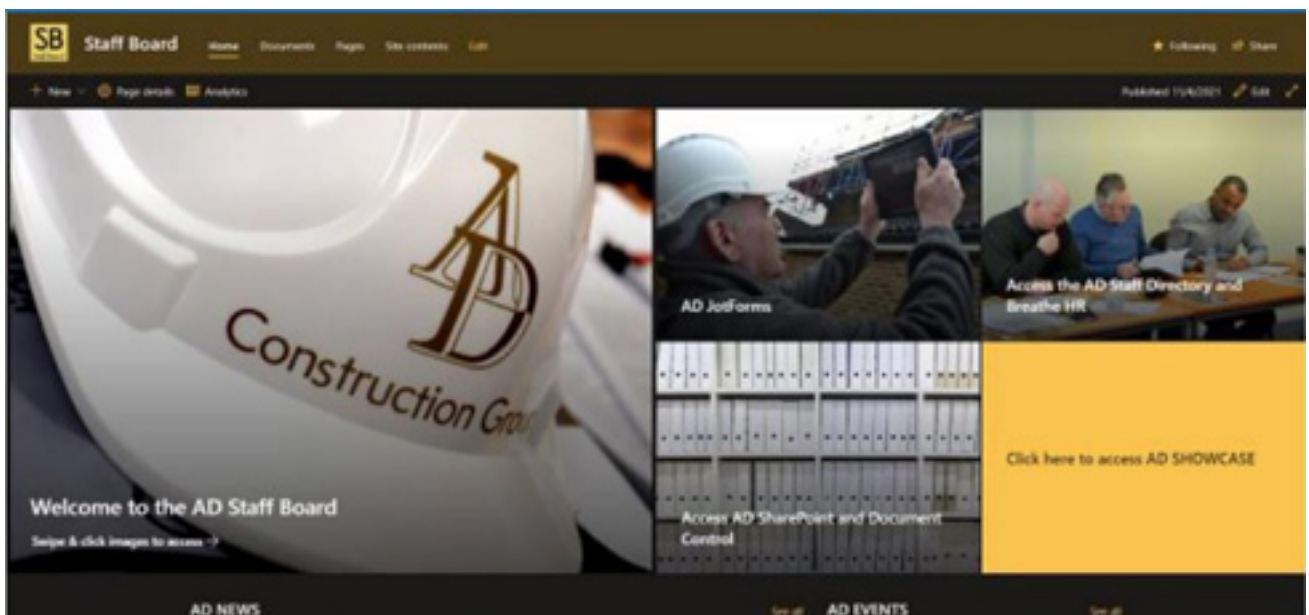
This organization is committed to the United Nations' Sustainable Development Goals (SDGs) and integrates them into their sustainable, social value, environmental, and governance activities. They strive to create value beyond their contractual obligations by providing apprenticeships, training opportunities, local employment, supply chain engagement, sponsorship, charitable giving, community engagement, and investment. The company has specific programs in place, such as Time Bank and Community Works Fund, to deliver on their sustainability and social value commitments. They also focus on education, skills development, support for local businesses, workforce training, community events, and inclusion initiatives. The organization holds various memberships, qualifications, and accreditations related to sustainability, safety, training, and employee support.

LEADERSHIP:

- Claire Toomey-Robinson serves as the Head of Marketing and Communications and leads

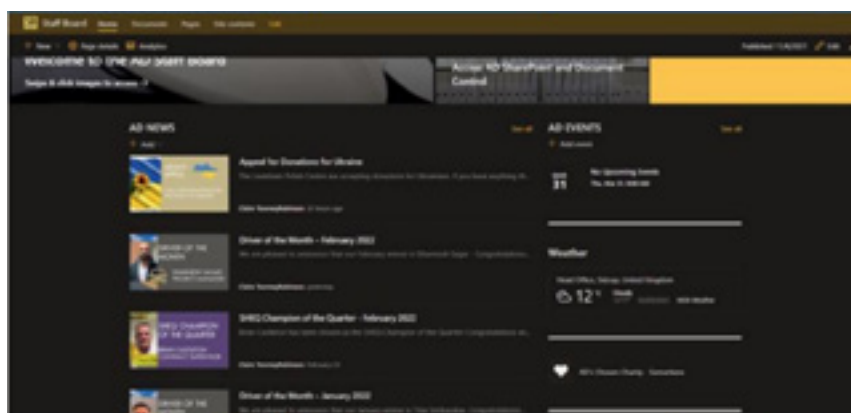
the implementation and communication of sustainable practices, social value offerings, CSR plans, and commitments. She oversees the planning, monitoring, reporting, and promotion of social and ESG activities.

- Richard Gordon, as the SHEQ Director (Safety, Health, Environment, Quality) and Environmental 'Green Champion,' ensures sustainable and safe working practices. He monitors Carbon Reduction Goals, manages training and development plans, and leads health and wellbeing initiatives.
- Monique Ferreira holds the role of HR Officer and coordinates personnel governance, policy, and employment best practices. She oversees training and career support for staff, community groups, and schools. Monique also manages apprentice and trainee schemes and leads fair recruitment processes.
- Liam Bartlett, the Buyer and Purchasing Manager, is responsible for implementing and ensuring compliance with the Sustainable



Procurement Policy.
He manages the supply chain partners and subcontractors, including reporting on environmental and carbon data.

All staff are responsible for adhering to the core VICTOR Values and Total Sustainability commitments.



Policy references include various policies related to sustainability, human rights, privacy, data protection, anti-bribery, fair payment, recruitment, equality, diversity, safeguarding, mental wellbeing, and environmental practices.

These leaders and policies collectively support the organization's commitment to sustainability, social value, and responsible business practices.

AD's environmental initiatives focus on reducing energy and fuel consumption, minimizing waste through recycling, using eco-friendly products, promoting energy efficiency, protecting the natural environment, improving biodiversity, and integrating sustainability into the supply chain. They follow an AVOID-REDUCE-SWITCH-OFFSET approach for carbon reduction, implement ISO 14001 management systems, and prioritize actions such as energy-efficient lighting, solar PV, water conservation, green fleet policies, and cycle-to-work schemes. These efforts contribute to AD's overall sustainability goals.

AD implements various measures to address raw material sustainability, particularly focusing on plastic waste, paper reduction, packaging, paint recycling, construction materials, and waste removal. Initiatives include awareness campaigns, provision of reusable water bottles, use of digital forms, sustainable procurement practices, reuse of materials, waste management partnerships, desk bin elimination, recycling facilities, proper waste

disposal, and environmentally friendly cleaning practices. These efforts contribute to waste reduction, recycling, responsible sourcing, and resource conservation.

AD's Carbon Zero Heroes (Net Zero Campaign) Promoting engagement and Behavioural change within our workforce via awareness campaigns, policies and training. Our 'Carbon Zero Heroes' are an environmental strategy group of trained green champions - comprising of staff from all parts of the business. They ensure that environmental initiatives are developed, innovated, driven throughout the business, monitored, data collected and reported, and continuous improvement implemented and delivered.

AD implements several measures to reduce business travel, including the use of virtual meeting platforms like MS Teams and Zoom, consideration of public transport options, holding meetings in accessible locations, implementing a cycle-to-work scheme, providing facilities for bike storage, promoting car sharing, incorporating hybrid and electric vehicles in the fleet, encouraging green driving practices, ensuring regular fleet maintenance, and monitoring fuel data. These initiatives aim to minimize the carbon footprint associated with business travel while promoting sustainable transportation alternatives.

SUPPLY CHAIN & PROCUREMENT (SCOPE 3)

- Sustainable Procurement
- Ethical Procurement
- Local suppliers (to reduce transport carbon)
- Environmentally friendly / innovative products and purchases
- Whole Life Costing Considerations
- Environmental performance embedded in supplier selection and monitoring

WASTE REMOVAL AND RECYCLING (SCOPE 3, BUT WITH ABILITY TO CONTROL / REDUCE USAGE)

- Suez - Waste Management partners collect waste and monitor the statistics of the diversion of waste from landfill. Presently 95 - 98% of operational waste is diverted from landfill due to these partnerships and specialist services.
- Our paint tins are recycled via Dulux re-paint projects and the tin recycling scheme.
- Desk bins have been eliminated from the office forcing good practice for the proper disposal of items in an appropriate manner. Banks of bins for the separation of waste have been introduced, to make recycling and sorting easier and reducing the risk of cross contamination.
- All staff have been communicated with via a marketing campaign about waste and its

Posted by Claire Toomey • 3/7/2022

...



AD Construction Group

1,047 followers

1d •

It is National Careers Week [#NCW2022](#) and just this morning AD inducted a new apprentice and a new site supervisor for our growing teams. If you are looking for a career in construction and want to speak to us - feel free to get in touch and AD will offer you the advice you need to achieve your career goals. [#careers](#) [#construction](#) [#career](#) [#nationalcareersweek](#) [#apprenticeship](#) [#recruitment](#) [#training](#)



Mark Venn-Dunn and 2 others

2 comments



Like



Comment



Comment as AD Construction Group...



Most relevant ▾



Damian K. • 3rd+

Director at DK Skills & Development Ltd

1d ...

Having visited many a time, it's clear from speaking with people at AD, they genuinely do invest in their workforce - especially when it comes to promoting too.

Love • 1 | Reply • 1 Reply



AD Construction Group **Author**

1,047 followers

47m ...

Thank you Damian. Providing training and investment for our staff, their career aspirations, and their personal development - is and has always been very important to AD.

Like | Reply

proper disposal to highlight the matter and raise awareness. Waste data was initially monitored via a desk bin survey and data collected on the waste produced and where it went prior to the introduction of the new system - which should see a huge impact on the proper disposal of waste items into appropriate waste disposal streams. (i.e., increase in recycled waste, reduction in landfill / general waste when the data is collected and analysed as part of our ongoing monitoring and reporting, waste collection bin size requirements and scheduled deliveries will

also be taken into account once any increases / decreases of required collections are analysed.)

Employment and Skills Plans (ESP) / Employment, Education and Skills Plans (EESP) A dedicated Employment and Skills Plan is managed by HR. The plans provide local employment, training opportunities, apprenticeships, upskilling, skills workshops and work experience for our staff and the local community.

AD IS INVESTOR IN PEOPLE (IIP) ACCREDITED.

- Training Opportunities
- Work Experience / Internships
- Employment Opportunities
- Apprenticeships
- Kick Start Scheme / Workplace Ready
- Addressing the Industry Skills Gap
- Careers Events
- AD Mentor Scheme
- AD Pathways (Succession and Career Planning and Development)
- Personal Development Plans

• Talent Management

AD prioritizes the health and wellbeing of its employees by implementing various initiatives. These include providing canteen facilities, a gym, showers, free flu vaccinations, and other health-related provisions. AD also has an Employee Assistance Group (EAG) and a partnership with Samaritans to offer confidential support to staff members. The company encourages healthy living through campaigns promoting weight loss and fitness, with donations made to charity based on participants' progress. Wellbeing and mental health surveys are conducted periodically, and anonymous feedback is collected through employee pulse surveys. AD values recognition and has an in-house awards scheme to acknowledge excellence and engagement. Social events and activities are organized by the Social Committee to foster morale and inclusivity. The company holds off-site "Away Day" events for team building, employee consultation, and feedback. These efforts aim to enhance employee satisfaction, productivity, retention, and overall wellbeing while promoting a positive and sustainable work environment.

AD upholds a range of policies and practices to ensure ethics, crime prevention, justice, and fair trade within the organization. These include policies addressing modern slavery and human

See evidence for staff statistics in relation to numbers of trainees etc. AD currently has 12% of staff as apprentices / trainees which is well above the industry benchmark and above the 5% club target. AD will be applying for old membership of the club in March.





**CHARITY CHALLENGE
SAMARITANS
ENGLAND COASTAL PATH**

Spreading the challenge over 2 days you will complete the 50 mile walk along England's newest National Trail. Starting at Grain and ending at The O2 Arena.

To register your interest to take part please speak to Marketing.

SAT 17TH & SUN 18TH SEPTEMBER

SAMARITANS


Construction Group
SINCE 1944

trafficking, anti-bribery and money laundering, privacy, data protection, and whistleblowing. AD also follows sustainable procurement policies and fair payment practices for staff and supply chain partners. To promote equality, diversity, and fairness, the company has an employee handbook containing various policies, a dedicated FIR control, and is a signatory to the People Matter Charter. AD provides safeguarding policies, recruitment policies for equal opportunity, and offers training on equality, diversity, and FIR to management staff. Social mobility initiatives include work experience placements, apprenticeships, educational support schemes, and recruitment programs for ex-military personnel. Leadership is guided by the VICTOR Capability Framework, emphasizing values, innovation, communication, teamwork, optimization, and responsibility. The company implements a mentorship scheme to support personal and career development. Communications are facilitated through StaffBoard, an in-house communications portal, as well as physical displays on sites for important information and notices. These comprehensive measures ensure ethical conduct, inclusivity, and effective communication throughout the organization.

AD prioritizes governance, inclusion, and employee participation through strategy groups, committees, away days, and open-door policies. They offer a wide range of employee benefits, training, and career progression opportunities. AD contributes to the local economy by creating jobs, supporting apprenticeships, using local suppliers, and investing in SMEs. They also engage in social initiatives like supporting charities, promoting diversity, addressing social issues, and safeguarding vulnerable individuals. Overall, AD demonstrates a commitment to responsible practices, employee well-being, economic growth, and community development.

Community improvement, investment and benefit (including work opportunity and supply chain etc.) and philanthropy are so thoroughly entwined in the delivery of ethical and responsible practice and Social Value as a whole for AD, in part due to

the fact that working with public sector organically creates and requires a high level of community benefit demand and best practice.

AD actively participates in job fairs, careers events, and educational sessions, collaborating with schools, government agencies, and local authorities. They guarantee interviews to candidates recommended by their clients. AD also recruits from employability programs and actively promotes career opportunities during National Careers Week. Their website provides access to work experience, internships, apprenticeships, and vacancies, which are also advertised on job boards. AD emphasizes mentoring, personal development plans, and extensive training schemes to support staff growth. They have inclusive onboarding processes, including induction training, shadowing, site inductions, and safety training. Feedback mechanisms like surveys and suggestion boxes are in place, along with strategic management groups, committees, and employee assistance programs. Whistleblowing policies ensure a safe and transparent work environment. AD regularly analyzes employee statistics for performance evaluation, benchmarking, succession planning, and identifying areas for improvement. They recognize outstanding employees through various awards schemes focusing on SHEQ, safe driving, longevity, and special achievements.

AD actively collaborates with local schools and educational providers, extending their reach across various boroughs where they have contracts. They engage with organizations like L&Q, Hyde Housing, Orbit, PA Housing, and SHG to benefit communities throughout Southeast England and London, including home counties. AD's involvement in community projects, volunteering, and school assistance extends to areas such as the Isle of Wight. They establish direct links with local authorities and councils like Islington, Lewisham, Saxon Weald, and Southwark, meeting their specific network and work delivery requirements. Apprentices and trainees come from diverse locations depending on the site and contracts, with

support provided by local schools and educational providers. AD collaborates with the L&Q Academy and Bexley Careers Service for recruitment, training, and school visits. They have a significant number of apprentices/trainees, with 12% of staff in these roles, surpassing industry benchmarks and exceeding the 5% club target. AD participates in career days and training sessions organized by the Construction Youth Trust and attends recruitment and apprenticeship events like the one in Bexley. They have successfully recruited candidates recommended by clients, with four out of six candidates from L&Q joining the company in the past four months.

AD demonstrates its commitment to philanthropy and community support through various avenues. Every two years, they choose a corporate charity to formally support through fundraising activities, donations, and assistance, often aligned with health and wellbeing sponsorship challenges and events. Additionally, AD continues to support other charities and responds to requests for support from various organizations. They actively engage in social value activities requested by clients, benefiting charities, local community groups, fundraisers, and causes. These efforts are reported through client social value plans as part of their overall commitment as a public sector delivery partner. The intertwining of community improvement, investment, and philanthropy is deeply ingrained in AD's ethical and responsible practices. The evidence provided includes philanthropic and community support, workplace initiatives, and their CSR register, showcasing the wide-ranging impact across different sub-sections of this pillar. From 2019 to 2022 (including the challenging times of the COVID-19 pandemic), AD has contributed £309,886.11 and dedicated 8,080 hours to philanthropic endeavors. Their support extends to food banks, providing donations, creating food pantries, and assisting with Christmas food and gift parcels for those in need, as well as supporting initiatives for the homeless.

AD operates a Time Bank system for managing volunteer days and hours. Staff contribute one hour

each for social value projects. They can also request time off to volunteer independently. Fundraising activities for charity partners occur during work hours, while major challenges take place on weekends.

Corporate partnerships with charities benefit both parties. AD selects a charity partner every two years, with most fundraising efforts focused on the chosen charity. The current partner is the Samaritans, supporting staff and the community during the COVID-19 pandemic.

Staff members like Laura Adams and Simon O'Connor engage in various volunteering activities, from supporting local causes to international charitable work.

Overall, AD values volunteerism and actively supports charitable endeavors.

AD donate time and expert advice to charities and VCSE's, SME's, our supply chain members and our clients. This is logged as social value where appropriate. This is complex to report on given confidentiality and data protection, however an example is numerous HR advice sessions and careers events, support with marketing for a supply chain partner with a micro sme in order to promote their unique and new method of building cleaning, health and safety advice and support for supply chain members to achieve Constructionline and CSCS cards etc

We regularly update our policies to reflect new developments and comply with regulations. Our focus is on achieving the United Nations' Sustainable Development Goals (SDGs) and incorporating them into our sustainability plans. We report our activities to clients using their preferred scoring systems. While we haven't committed to specific scoring mechanisms yet, TOMs scoring is gaining popularity. We are exploring CSR accreditation to comprehensively review our sustainable practices and drive continuous improvement.

AD Construction Group

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COOPERVISION CHARITY RAISING

CooperVision, Hampshire holds numerous charity raising events each year for many deserving causes. Monetary donation is typical, but sometimes it may be a food donation, as explained below. We always try to support local community-based charities as these are the ones that we can really make a difference to.

BACKGROUND

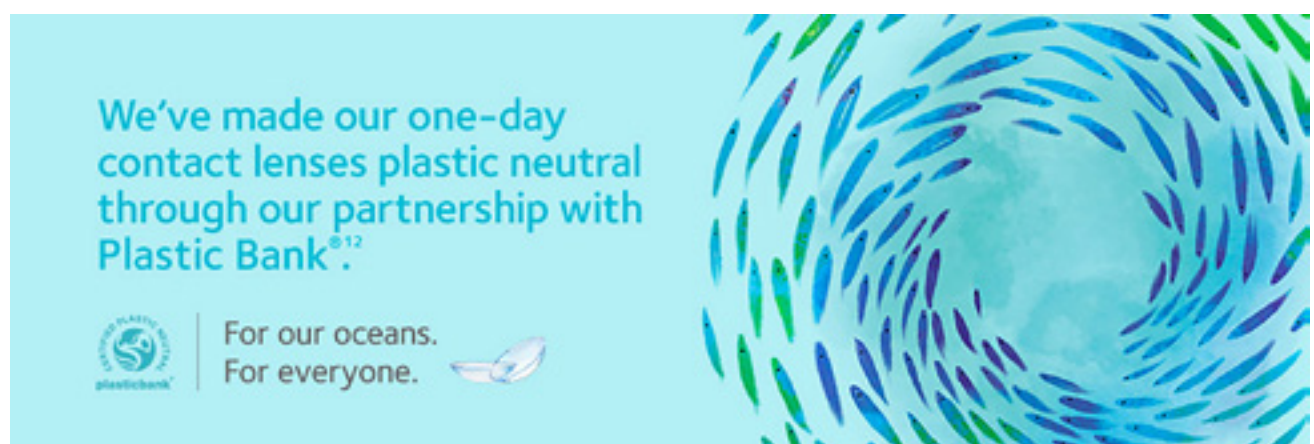
CooperVision is a global company that manufactures contact lenses for the worldwide market. In the UK, all manufacturing, packaging, and distribution takes place at our sites within Hampshire, which is the specific location we have based this award entry on.

CHARITY EVENTS

CooperVision recognises the importance of giving back to the community as a core part of our values. One area we do this is in charity donations, which is something supported by all our staff and stakeholders. Every two years, staff at the manufacturing and packaging/ distribution sites will nominate a chosen charity that all fundraising over the next two years will be donated to. Our manufacturing sites currently donate to Southampton Children's Hospital and

our packaging/ distribution sites chose the Hannah Chamberlain Foundation (both local charities). Over the last year there have been several fundraising activities, the most popular being the Easter and Christmas Raffles. CooperVision buys enticing prizes for these and asks any key contractors that we work closely with whether they would make a prize donation. There are some big prizes, including 50" TVs and luxury hampers, so a lot of our fundraising comes from these raffles. Other activities this year have included; charity jumper days, and the Euro's/ Champions League Competitions. From these events, £5322 was raised for the Hannah Chamberlain Foundation, and £12000 was raised for Southampton Children's Hospital. During Easter last year, £2351 was additional spent on Easter Eggs for the Children's Ward at Southampton Hospital and tins of Roses Chocolates were bought for the Hospital nurses. The pallet of goods was bought directly from Cadbury and after a week's quarantine, they were sent to the hospital for distribution, which was very well received. It was a simple but effective initiative that brought smiles to faces.

CooperVision has two staff forums where staff can either ask for a donation to a specific cause that they care about, or request £50 sponsorship for a charity event. This is a really good way of supporting those small, community-based charities





that aren't so well known about. In the last year, £10,000 was distributed to charities ranging from; Stop Domestic Abuse, to local children's football teams to help them buy some kit (spreadsheet of donations supplied). There were only two sponsorship requests in the last year but £100 was sent to the Earl Mountbatten Hospice. This shows that we have room to improve the promotion of this so more staff are aware that they can submit a funding request. Every September we also raise money for OGS (Optometry Giving Sight) as we are a sight improving business. OGS raises money for sight tests and eye treatment in countries where this isn't normally available. Before COVID, we would also hold a nomination event for a staff member to be sent out to a selected country to help with the OGS program, such as witnessing the eye tests happening and helping to co-ordinate it. A few years ago, when a UK staff member was sent to Uganda, she witnessed entire villages lining up for eye tests as this was just not something they are normally offered. These tests can help detect eye issues, identify those that need treatment to prevent blindness, and issue glasses to those that need them. This year £2480.50 was raised collectively at our Hampshire sites from bingo events, fancy dress, sweets and cake sales.

From all CooperVision sites, a Global total of \$145,204.00 was donated to this brilliant cause. Each Christmas staff receive a thank you hamper, or they can choose to have the monetary value sent to our chosen charities instead. This year there were 25 Hampers spare, and these were donated to a local Food Bank in Gosport. At times when prices are

increasing and there are ever growing people relying on food banks to feed their families, donations to these banks are pivotal. In January this year we also held a 'personal IT collection'. This was a chance for staff to bring in any old laptops, computers, printers, mobiles phones, etc, that they no longer wanted, working or not, for donation to Jamie's Computers. This is a local charity that recycle electronic equipment. If the item doesn't work then they will break the parts down for full recycling. If the item does work, then they will wipe the data at the highest of security levels, and then sell the items on. Any profits raised are donated to Hampshire's largest homelessness charity. This year, staffs donations from home allowed £540 to be raised for this charity and it now something we will look to do annually.

And finally, each year we celebrate Earth Day and World Environment Day through various initiatives and competitions to get staff engaged. Last year we held a 'Bingo' style competition. Voucher prizes were offered to the winners, or they could opt to donate the value of their prize to the National Trust for planting trees. One of our £50 winners did just this, which was very admirable, and enabled 10 trees to be planted.

CHALLENGES

We would normally do more fundraising in a year but with COVID limiting close contact and many staff working from home, a lot of our 'usual' events and initiatives have not been possible, such as the 'family fun day', Macmillan's coffee morning, and

Pink and Blue Day. The challenge was to raise as much money as possible through online methods and to make it as engaging as possible. I believe we achieved this as we have managed to make some sizeable donations to some very deserving causes.

BENEFITS AND THE FUTURE

Many charities have been able to benefit from either monetary or food donations over the past year due to CooperVision (Hampshire's) efforts. The individual charities also benefit from awareness being raised about their cause as all staff will hear about the charity being supported and what they stand for, which is especially useful for the smaller charities that aren't so well known about. The past year has been challenging with the pandemic, which has limited the events we can put on, but the aim is to raise more money each year than the previous year and to build on our successes, continually learning what works well and what doesn't. Many staff can get involved with each activity, as volunteers are always being requested, and each staff member has the chance to have their voice heard and to make suggestions on the events and activities being run, which helps with staff engagement.

Note: I could not upload most of my evidence as it said format not allowed (word files, excel files and a png file). I have only been able to upload one photo from our event with Jamies Computers, which shows the driver collecting.



CR CIVIL ENGINEERING

CR Civil Engineering Ltd collects sustainability data from various activities, aligning with ISO 14001:2015 accreditation. They collect data on water, diesel, gas oil, petrol, AdBlue, electricity, special waste, general waste, metals, materials from site, recycled construction materials, telematics data, and solar energy. This data informs their KPIs and objectives.

To improve efficiency and reduce waste, CR Civil Engineering annually services heaters and boilers, checks room thermostats, and ensures computers and equipment are switched off after hours. They have motion detector LED lighting, waste segregation policies, and instant hot water dispensers to save energy and water. They have also installed solar panels on their head office roof, saving carbon emissions.

CR Civil Engineering actively proposes energy-saving initiatives to clients, such as solar-powered welfare units, use of recycled materials, warm mix bituminous mixtures, sustainable timber sourcing, responsible disposal, and packaging material return policies. These practices are implemented across all their sites, benefiting stakeholders like Highways England, Tier 1 Contractors, Local Authorities, Schools, and Colleges.

The company focuses on improving water and natural resources sustainability as part of their annual improvement plan. They assess risks and opportunities considering customer demands, establishing a sustainability program with targets for staff to strive towards. Water usage is monitored through regular readings and audits, encouraging employee participation. Rainwater collection reduces on-site plant water usage.

To reduce oil and gas dependency, staff are educated on minimizing idle time and reducing vehicle movements. Online meetings are encouraged to minimize travel. The company avoids purchasing non-recycled plastics and adopts a zero-waste policy. Their in-house recycling facility generates recycled materials and saves carbon emissions.

Older red diesel-operated plant is replaced with low Sulphur diesel equipment. A dual-purpose fuel bowser with recyclable steel tanks is used for refueling. Advanced software allows efficient fuel monitoring, resulting in cost savings. Ethical sourcing practices and environmental impact considerations are priorities in procurement.

Overall, the company strives for sustainability in water usage, resource consumption, waste management, and procurement practices.



The pandemic has highlighted the drawbacks of extensive travel for meetings, including safety concerns, costs, and carbon footprint. To address this, the company has implemented technology for online meetings across all sectors. Meeting rooms have been adapted for online capabilities, and staff have access to Teams and Skype on various devices. Virtual meetings allow for increased productivity, reduced travel expenses, and minimized environmental impact.

For circumstances where face-to-face meetings are necessary, the company has introduced policies to optimize scheduling and reduce employee travel. Meetings are organized in the same area on the same day, venues are chosen based on attendees' locations and accessibility to public transport, and routes are planned using software or in-car navigation systems.

Home working options have been enabled, leading to increased staff productivity and cost savings. Electric car charging points have been installed at all sites, and the company car and vehicle policy now prioritizes hybrid or all-electric vehicles. This shift benefits staff through reduced personal tax contributions. The Transport Manager and team follow strict calibration and maintenance

procedures, conforming to legislative requirements and environmental targets. Sharing transport to and from sites is encouraged to minimize fuel usage.

The company continually assesses its carbon footprint, beginning at the planning stage, proposing methods to reduce costs, waste, and energy consumption. They prioritize the use of site won materials, regional supply chain partners, and low carbon procurement practices. Utilizing lodgings instead of long-distance travel further saves fuel and reduces vehicle movements.

CR Civil Engineering maintains a strong relationship with its supply chain, emphasizing open and honest treatment, repeat work, safety, and environmental performance. Robust procurement ensures the capability and financial stability of suppliers.

Pre-selection criteria include company accreditations, CIS information, financial standing, insurance details, safety standards, risk assessments, training records, plant availability, sustainability policy, and equality credentials.

On-site monitoring and monthly reviews by HSQE & IMS Managers ensure adherence to safety and quality procedures. Contract Managers establish



scheme-specific HSQE Plans, and subcontractor selection follows the Purchasing & Supplier Approval Procedure.

Subcontractor performance is regularly reviewed, and audits capture best practices and lessons learned. Non-compliance leads to corrective action plans, and repeated infringements result in removal from site.

CR Civil Engineering reduces product miles by sourcing local supplies, supporting local businesses, and enhancing service quality. The company is a member of the Construction Supply Chain Payment Charter, promoting fair payment practices.

CR Civil Engineering implements a waste management policy to minimize waste and promote efficient resource use in alignment with ISO 14001. The company aims to divert at least 99 percent of its waste away from landfill by reusing, recycling, composting, or utilizing energy recovery methods. Waste segregation and secure storage are followed before removal by licensed waste carriers. Third-party contractors are chosen based on their waste carrier licenses and appropriate disposal locations. Waste removal is documented using controlled waste transfer notes (CWTNs) and, for hazardous waste, hazardous waste consignment notes (HWCNs). The company adheres to the Waste (England and Wales) Regulations 2011, adopting practices to prevent waste, facilitate reuse and recycling, utilize recovery methods, and ensure responsible disposal when necessary.

CR Civil Engineering Ltd prioritizes employee welfare, charities, and communities. They actively promote apprenticeships, having trained 42 apprentices, with 25 continuing their careers at the company. They plan to recruit 8 more apprentices this year, offering above-average wages and supporting neurodivergence. The company is accredited by the 5% Club, an industry charity investing in young people.

They have a CREATE Scheme that allows junior employees to rotate between departments, gaining insights into operations and interactions. Work experience is encouraged to promote careers in construction, and they participate in career events and conduct mock interviews in local schools. Several work experience placements have transitioned to apprenticeships within the company.

CR Civil Engineering values diversity and inclusion, working to FREDIE standards (Fairness, Respect, Equality, Diversity, Inclusion, and Engagement) and being supply chain verified by the National Centre for Diversity. Managers undergo unconscious bias training, and Wellness Champions are Mental Health First Aiders with the same training. They are Disability Confident employers and members of the Armed Forces Covenant. They collaborate with a local homeless charity, providing training and work placements to help homeless individuals find employment. They also work with the Department of Work and Pensions, offering a two-week work experience with potential permanent roles.

CR Civil Engineering Ltd prioritizes employee health and wellbeing, offering a range of benefits to all employees, including:

- Company vehicles and fuel allowance, such as site vans or company cars.
- Company bonus, including a Christmas bonus and end-of-year profit share bonus where possible.
- Childcare voucher scheme.
- Promotion opportunities and a progression plan.
- Gift vouchers bonuses during Christmas, in addition to cash bonuses.
- Employer loans with 0% interest and affordable repayment plans.
- Activity sponsorships for employees' children's sports teams or their own team sports.

- Health-care cash plan.
- Critical medical plan.
- Death in service cover.
- Accident insurance.
- Employee Assistance Program (EAP), offering private GP services and both online and face-to-face counseling.
- Access to legal and financial advice.
- Matching pension contributions up to 5%.
- Personalized mental health treatment, covered by the company where necessary.
- Flexible working hours for office staff, while site staff hours are driven by client requirements.
- Extensive training opportunities, from NVQs to university degrees, with the company covering the costs.
- Above-industry-average maternity and paternity leave and pay scheme.
- Career opportunities and good working conditions.
- Company Relationship Champions (CR Champions) and an open-door policy.
- Occupational health and safety measures, including medicals every two years or more frequently if needed.
- Industry-specific medicals and occupational health support for affected individuals (e.g., Hand Arm Vibration Syndrome monitoring and regular medical checks).
- 65 First Aiders and 55 Mental Health First Aiders, with a goal for all employees to have awareness training.
- Annual Family Fun Day with activities like bouncy castles and competitions, open to all employees and their families.

- Annual Bonfire and Firework display and party, open to all employees, friends, and family.
- Fully funded Christmas party for all employees and their partners.
- Annual Company Awareness Day, where employees attend a day filled with information about the company, work processes, guidance, health, and safety.

CR Civil Engineering Ltd prioritizes training and development to ensure employee competency and safety. Here are key points about their training initiatives:

- **Training Centre:** The company has its own Training Centre with employed instructors and assessors. It is accredited by recognized training bodies in the industry.
- **Plant and Machinery Training:** Employees receive training in various types of plant and machinery, holding numerous CPCS plant categories.
- **Health and Safety Training:** NEBOSH Health and Safety Training is offered to managers, and all managers and team leaders have a minimum requirement of IOSH Managing Safely.
- **Training Database:** A cloud-based training database provides employees with up-to-date skills and qualifications information through QR codes.
- **NVQ Opportunities:** Employees have the opportunity to pursue NVQs from Level 2 to Level 7 in their respective fields.
- **Online Learning Platform:** An online platform with over 5000 courses is available for employees to enroll in courses of their choice.
- **Wellbeing and Mental Health:** The company aims to have all employees complete the MHFA England's half-day awareness course. They have First Aiders and Mental Health First Aiders among their staff.

- **Company Relationship Champions:** A team of Wellness Champions offers support and promotes two-way communication within the company.
- **Wellness Rooms:** The head office has a wellness room, with plans to have them in all offices by the end of 2022.
- **Initiatives and Frameworks:** The company has signed initiatives such as the MIND time to change pledge and the Building Mental Health framework.
- **Communication and Engagement:** Monthly newsletters, toolbox talks, and staff spotlights facilitate communication and employee involvement.

CR Civil Engineering has implemented various activities to improve customer care and has seen positive impacts on business performance. Here are the key points:

- **Reduction in Absences and Resignations:** In 2020, non-COVID related absences decreased by 62% and resignations reduced by 1.17%.
- **Promoting Good Customer Care:** The company actively promotes the importance of customer care through initiatives such as the Annual Company Awareness Day, staff idea contributions, inductions, toolbox talks, and employee involvement in the Considerate Constructors Scheme.
- **Empowering Staff:** Compliment letters are shared with everyone on site to foster a sense of pride, and staff are provided with feedback and involved in mitigating actions when complaints or claims arise.
- **Training and Certification:** Staff undergo online training modules on customer care and vulnerable road users through the Considerate Constructors Scheme.
- **Recognition and Awards:** CR Civil Engineering has received awards from the

Considerate Constructors scheme, including “Most Considerate Constructor,” Gold National Company Award, Bronze Award, and Certificate of Excellence.

- **Governance and Review:** The Business Director oversees and regularly reviews these customer care activities at the board level.
- **Social Commitment Award:** The Business Director recently won the Social Commitment Award at the East Midlands Chamber Enterprising Women Awards.

CR Civil Engineering is committed to investing in and benefiting the local community. They actively engage with the community to determine their needs and provide support in a constructive manner. Their efforts include financial investments through sponsorships and charitable donations, totaling £75,000 in local sponsorships and £65,000 in charitable donations over the past 5 years.

In addition to financial contributions, CR Civil Engineering invests their resources, including manpower, time, and equipment, to complete community improvement schemes. They have undertaken various Corporate Social Responsibility (CSR) projects, such as providing new footpaths, creating a golfing hub, building an outdoor learning environment, and constructing a memorial garden. These projects have been done free of charge to the community, showcasing their commitment to making a positive impact.

Community engagement and respect are prioritized by the company. They establish mutually beneficial relationships with communities and ensure that their staff adheres to The Considerate Constructors Scheme’s Code of Considerate Practice. They also show respect by supporting local businesses and addressing disruptions caused by their construction projects. For example, they used a local church car park for storage during COVID-19 restrictions and later laid fresh gravel as a gesture of gratitude to the residents.

During the COVID-19 pandemic, CR Civil Engineering offered their services free of charge to a local charity that experienced flooding and unstable grounds. This act of support demonstrated their care for the community and earned praise from the charity.

Overall, CR Civil Engineering's community involvement and responsible approach to construction align with their Corporate Social Responsibility Policy and have earned them recognition and awards from organizations like the Considerate Constructors scheme.

CR Civil Engineering has a robust Corporate Social Responsibility (CSR) policy that is integrated into their core business values and commitments. Their CSR policy, known as F.R.E.D.I.E., focuses on fairness, respect, equality, diversity, inclusion, and engagement. The company donates 1.5% of net profit each year to charitable causes, employee support, community initiatives, and environmental projects. Their CSR targets encompass areas such as health and wellbeing, education, gender equality, decent work, and community economic growth.

By actively promoting opportunities and engaging in charity projects, CR Civil Engineering boosts staff morale, increases employee engagement, and enhances teamwork. This has resulted in improved workplace productivity, performance, and staff retention. The company promotes their support for chosen charities and community groups through case studies, accreditation logos, and social media platforms.

CR Civil Engineering supports the Lighthouse Construction Industry Charity, which provides support to the construction community

and their families, and the Rainbow Trust Children's Charity, which assists families with seriously ill children. They also organize team fundraising events and engage in local projects. Examples include providing footpaths, donating materials for sustainable use, creating a golfing hub at a special school, and constructing outdoor learning environments.

Additionally, the company collaborates with Falcon Support Services, a local homeless charity, by offering warehouse space, volunteer support, and work experience opportunities. CR Civil Engineering allocates 1.5% of their net profits to benefit communities near their works and strives to recruit locally, support SMEs, and engage with the local area.

Overall, CR Civil Engineering demonstrates a strong commitment to corporate social responsibility by actively contributing to charitable causes, engaging with the community, promoting employee involvement, and making a positive impact on society.



DEILIGHT CONSULTING (UK) Ltd

PROJECT SPEAK UP

Ian Clarke was a well-known London-born investment banker with a 15-year career spanning 2 continents. But in 2021, and at his own initiative, he gave it up to author a report and wider DE&I change initiative he dubbed 'Project Speak Up'. As press across 120 countries and 16 languages reported this one-man effort, Ian was lobbying his senior leadership at Europe's largest bank for a 'cost-neutral' change in DE&I strategy to a he says would have protected marginalised colleagues and boosted representation. After resigning to become the worlds first declared banking whistleblower on race inclusion, HSBC agreed to his plan. Ian has made my strategy, supporting documents, project report, interview and press all available via the Project Speak Up microsite. Here, he has created and demonstrate a new model for effecting change from within firms that people similarly motivated to do the right thing can replicate. And (hopefully) improve on, in order to reduce the personal risks he has had to face. "I've lost my home in NYC, my boyfriend, my salary, my earning power, my livelihood, my hopes and my dreams", said Ian. "But I did the right thing. I reported evidence of crimes I was aware of – something every employee is obliged to do and yet nobody else other than me as yet appears prepared to. We must make this easier and more accessible for people to report racist behavior, otherwise we can never move the dial on race inclusion". Now he's setup his own commercially-focused London-based DE&I Consultancy, in order to help amplify Project Speak Ups legacy and use his story and empathy to help other banks and industries navigate their DE&I journeys with more success. Deilight Consulting (UK) Ltd is a diverse-owned and managed, commercially minded London-based D&I* consultancy practice founded in September 2021. For people and firms – large or small – we offer DE&I workplace training, public speaking, assessment and advisory services, covering the full range of protected characteristics. We know business as much as we



know people. Our people didn't learn this, they live it. We're made up of business leaders, 'people' people, do-gooders and trailblazers. Through our complex intersectionality and extraordinary work and life experiences, we bring world-class empathy, intelligence, confidence and cheerleadership to help firms - large and small - make good on their ESG promises by helping them match words with meaningful actions. Because its commercial, not just correct.

I was born in London in 1985 to a black Jamaican father and a white English mother. My working class parents separated before his birth, so I was raised initially by his mum in a single-parent council house just 200m from Buckingham Palace. She later

went on to marry Henry – a decent, stable black Ghanaian man who adopted me as his own. He gave me a strong work ethic and, at 13, the confidence to leave the religious cult (Jehovah's Witnesses) I had been raised in. The first in my family to ever attend university, where I first came out as gay, I majored 1st class in BSc Psychology, then 2:1 in BSc Financial Markets and Management. In 2007, I was 1 of 90 candidates selected from 40,000 applicants to join HSBC's fast track Executive Management scheme, and the only one with black ethnicity. I rose quickly from Retail Branch Manager to land my Director/Vice-President grade in Global Transaction Banking (part of the Investment Bank) at just 29. During that time I completed my 2nd degree (Financial Markets and Management) and several professional certifications from chartered industry bodies. Top salesman globally in 3 of my 7-years in Transaction Banking as Vice-President of Global Banking Sales, I was responsible for global sector

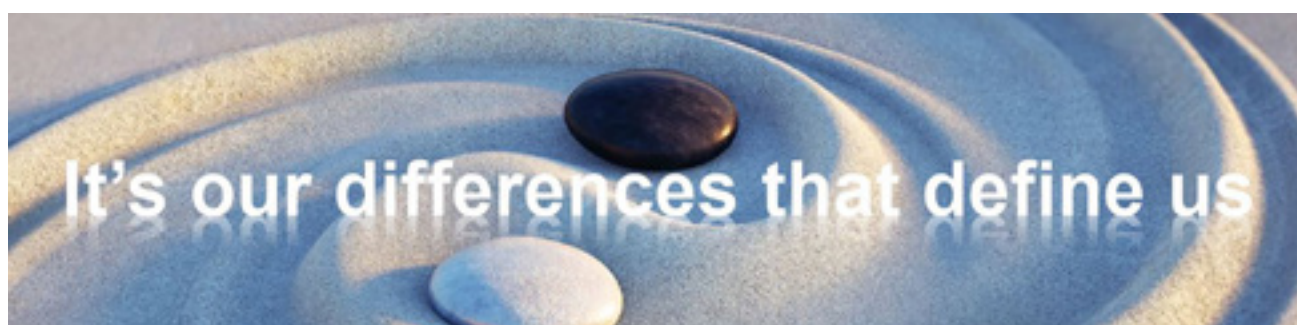
innovation and customer content. My time was split between London and New York, advising the world's biggest companies how to structure complex multinational banking solutions and integrate new banking technologies. I was also poster boy for diversity at Europe's largest bank. In my spare time, I set up 3 Employee Resource Groups (ERG's) and helped lead 4 ERG's. I sat on 2 Diversity, Equity and Inclusion (DE&I) committees, I was a prolific panel speaker, I presented DE&I events and moderated DE&I training classes. I mentored graduates, welcomed interns and raised thousands for charity in the bank's name. I put my heart and soul into gentle gradual change over 15 years. But in the end, nothing worked. I watched as one-by-one the seats of my black, LGBT and younger friends emptied around me, replaced ubiquitously with white men, as discriminators operated with impunity to purge our firm of uniqueness. It was time for a different approach. In December 2020,

This rising talent at HSBC shares his thoughts on career advancement and equality. He is a shining example of the progress in our industry and he offers unique insights on the dialogue around diversity, inclusion and representation in finance.



I meticulously researched every major Whistleblower in recent history, their tactics and outcomes. I made a plan, including 'what-if' scenarios, and broke up with my boyfriend so I could shield him from what was to come. Project Speak Up: 'In the end, we remember not the words of our enemies but the silence of our friends' In 2021 – my 15th year at HSBC – and on my own initiative, I authored a report I titled 'Project Speak Up', cataloguing the state of diversity, the systems of oppression, the stories of the marginalized and my 12 cost-neutral recommendations to help fix the situation plus generate \$bn's in brand equity. Working 21hrs a day for 6mnths, I interviewed 100 staff about their experiences, gathered and cross-checked data, and attended senior management briefings. Everything pointed that HSBC was verifiably the most racist major banking institution in the world, on every measure – the only bank with a board 100% white - one supreme race. Every senior manager I consulted shut me down ("that's not racism, it's just ego's" etc.). The report grew to a 45-page dossier as I added evidence to counter their objections. Mysteriously it was deleted from the server, then I received a call from the Head of HR threatening me with 'consequences', before suddenly it all went quiet. Knowing I was about to get fired, I rushed it finished, delivering it to the Group CEO along with 400 senior executives in July 2021. Project Temple: 'Life's most persistent question is, what are you doing for others?' The report quickly leaked to the press, emblazoned with my name. Articles filled the financial papers of my efforts to effect change from within and I became somewhat of a hero within the bank too. With this scrutiny and popularity, senior management had no choice but to engage me. The

bank rallied around my DE&I agenda, as I flew to London to negotiate my ideas with headquarters filled with renewed hope for progress and employer pride. But as dust settled and press subsided, the bank scraped my project and most of its initiatives. I declined a promotion to become HSBC's joint-3rd most senior leader of black ethnicity globally in exchange for silence. Instead, I was instructed to abandon my multi-\$bn DE&I strategy and return to my \$35m sales role in the USA, to be forcibly relocated to San Francisco, my bonus zero'd, my boss switched to one of the offenders I had named to HR as racist and ultimately managed out of the company. I was in advanced talks to join Standard Chartered's leadership team, but I couldn't abandon so many colleagues counting on me to champion their interests. I had one step left in my 'what-if' plan. Project Lightning: 'Lightning makes no sound until it strikes' In August 2021, my 15th year at HSBC, I sent my letter of resignation and cover email to the CEO, copying over 1,000 bankers across 2 continents. My subsequent interview with Reuters International was screened on TV news from Sydney to San Francisco, and articles about my single-handed efforts were printed in 16 languages and 120 countries worldwide. Between my report and resignation, HSBC's share price fell \$36bn, 9 white male executives I'd named as racists were fired or took early retirement, the FCA launched a root-and-branch investigation, the bank agreed to implement my DE&I plan in full and it also appointed not 1- but 3 black directors onto its Americas board - the first black board members of any major European institution ever in history. I did all that, for zero reward. I lost my \$200k salary, and - blacklisted from all global banks – I haven't earned a penny ever since. But I'd still do it again.



Deilight
Consulting

www.deilightconsulting.com



Ian Clarke

Founder, Emitter of Light, Titan of Change

Inspiring a common identity and thinking differently, Ian uses *Sapience* and *Clarketech* to create Change. Clocking 7 world records for *Change*, his insight and authority on *The Human Experience* comes from *Authenticity* and *Uniqueness*.

ian/human/light
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DR MGR EDUCATIONAL & RESEARCH INSTITUTE ENERGY AWARENESS CLUB

Dr. M.G.R. Educational & Research Institute initiated Green9 EnSav Club (Energy Awareness club) in the Year 2015 and contributed towards UN SDG7 (Affordable and Clean Energy). The main objective of the club is to conduct CSR Activity across the state under theme energy conservation for the residents, community, village, Industry, Commercial Building and General Public.

The following are the initiated projects

- Energy saving Village Adoption Project
- Cycle Rally for Energy Conservation Awareness
- Implementation of Tree plantation in school campus activities
- General Public Awareness (One unit save /day)
- MGR Vision 10MW Energy Conservation Project
- Energy 99challenge project with IGEN
- Home Energy Conservation Energy Saving Green9 Mantra research
- Energy Audit with Industry Which help us to provide quantitative and Qualitative output conservation towards targets of SDG Goal 7.

The club's outcome as on August 2021 was 56 events, public awareness to over 1M people, completion of 5 projects and 4.55M units saved annually. The club recounts with pride the numerous awards received over the years such as Dr Abdul Kalam Award in 2018,

Sir William Lawrence Bragg Researcher Award, Kailash Satyarthi Awareness Award, Green 9 Energy Ambassador of The Year and also Seem National Energy Management Awards 2019 from Society of Energy Engineers and Managers. The expected outcome will be,

- Saving 182500 units annually.
- Saving 51894 units/year through replacement of 40w bulbs with 9w LED bulbs.
- Saving nearly 67462.2 Kg of Co2 complying with SDG 7 Goals.

EnSAv (Energy Saving Awareness) club was established by GREEN 9 (Energy Efficient Research Group) at Dr. M.G.R Educational and Research Institute by our honorable president Er. A.C.S. Arun Kumar in the year 2017. EnSAv Club focuses on bringing about a first-hand realization of the energy crisis and scarcity of natural resources in the country. With the increasing demand for energy, effective management and conservation of the same has become the need of the hour.



Dr. M.G.R.
EDUCATIONAL AND RESEARCH INSTITUTE
DEEMED TO BE UNIVERSITY

President: E.N.R. High Road, Madhavaram, Chennai-60, Tamil Nadu, India.

**INDUSTRY INSTITUTE PLANNING CELL
& DEPARTMENT OF COMMERCE**

In Association With Global Talent Track Foundation

Life Skills Training - Barclays Bank CSR

Training details:
It is free of cost CSR Training conducting by Global Talent Track Pvt. Ltd. in PAN India. An expert from the corporate will guide you and will give you an idea to set your career platform during this training.

Benefits:

- ❖ Gain knowledge about corporate culture and expectations.
- ❖ Increase your profile weightage.
- ❖ Grab the E-Certificate

MODE: VIRTUAL

Prof. Dr. C. Balakrishnan
Dean-Campus
Placement/Industry Institute
Planning Cell

**DATE: 21/09/2021 TO
26/09/2021
TIME: 9.30 AM TO
1.30 PM**

Prof. Dr. C.B. Senthil Kumar
Head-Commerce

Recognizing the immense value of the Professional Students can bring the initiative and taking due consideration of this urgent need, GREEN9 started Energy Saving Awareness Club (EnSAv Club), to propagate efficient usage of energy and to educate the society on climate change issues in the fore coming years. Energy Saving Awareness Club allows the student to showcase their talents and concern towards energy conservations and importance of implementing renewable sources. As students, parent and teachers are being sensitized towards “Energy Conservations” issues that confront each one of us today. Club was launched, with a motive to engage students, the future of our country, increasing awareness and taking their first steps in Energy Conservation. Today along with energy conservation, we are sensitizing students about resource scarcity, and effects of CO2 emissions. The main objective of the club is to conduct CSR Activity across the state under theme energy conservation for the residents, community, village, Industry, Commercial Building and General Public. The following are the initiated projects a.) Energy Saving Village adoption project : We MGR Green9 EnSAv Club the club has started “KALAM-MGR ENSAVER VILLAGE PROJECT” and has mapped KRSA WELFARE ASSOCIATION, Thiruverkadu to bring out its village adoption project with 500 houses.

The objective of the project in connection with UN SDG 7 Goals is as follows:

- To create energy saving awareness among the residents of the village and implement the 9 mantras of saving one unit per day at home.
- To replace one 40w fluorescent light with 9w LED in every residence of the village.

Through implementing the above two actions, the club ensures to create energy saving awareness among the village residents and to help them provide valuable and beneficial outcome in a short



period. Once the project is successfully executed, the village will be declared as KALAM -MGR ENSAVER VILLAGE.

The club also takes extreme delight in informing that the project has received global recognition with # ACT4SDGs & indexed with UNITED NATION SDG ACTION CAMPAIGN

The global recognition link is given below: https://www.act4sdgs.org/profile/mgr_igenensavclub

- Day 01: We MGR Green9 EnSAv club Successfully completed your 1st day of village campaign on 10th October 2021 at KRSA welfare association , Thiruverkadu. During the First day of campaign , we created awareness to nearly 40 Resident of village on “how to save one unit per day” and also shared information about the energy wastage in Day to Day life .
- Day 02: We MGR Green9 EnSAv club Successfully completed your 2nd day of village campaign on 27th October 2021 at KRSA welfare association, Thiruverkadu. During the third day of campaign , we created awareness to nearly 55 Resident of village on “how to save one unit per day”
- Day 03: MGR Green9 EnSAv club Successfully completed your 3rd Day of village campaign on 29th October 2021 at KRSA welfare association , Thiruverkadu. During the Third day of campaign , we created awareness to nearly 45 Resident of village on “how to save one unit per day” and also shared



information about the energy wastage in Day to Day life . During the campaign, general public clarified their doubts regarding the electricity consumption. To start this initiative we dispersed energy efficient LED bulb to the resident of the village.

- iv) DAY 04: MGR Green9 EnSAv club in association 1st Year E& T Successfully completed 4th Day of village campaign on 14th October 2021 at KRSA welfare association, in around Thiruverkadu. During the fourth day of campaign, we created energy conservation awareness to nearly 60 Resident of village on “how to save one unit per day” and also shared information about the energy wastage in Day to Day life. To start this initiative we doled out energy efficient LED bulb to the resident of the village.
- v) DAY 05 MGR Green9 EnSAv club joined hands with Department of Civil Engineering successfully completed 5th day of Village Project campaign on 23/12/2021 at Thiruverkadu KRSA Welfare Association. A colossal drive to spread energy conservation Awareness among the public through energy savings mantras. Along with the students, we EnSAv club created energy awareness to nearly 60 houses and distributed Energy efficient LED bulbs to all the residents in & around the association.

After successful implementation of the project at KRSA welfare Association, the outcome will be,

- Saved nearly 91,250 units annually
- Saved 92.256 units /year through replacement of 40w bulbs with 9w bulb
- Saved nearly 1,18,625 kg of Co2 complying with SDG7 Goals
- Saved nearly 62725.606 Ton of water

CYCLE RALLY:

The Institution of Engineers India – Tiruvallur Local Centre, 100 years old Engineering institution and Energy Efficiency Research Group (GREEN9) in association with Dr. M.G.R educational and Research Institute, NTPC Tamil Nadu Energy Company Limited (NTECL) and Petroleum Conservation Research Association (PCRA) celebrated Engineers day on 15th Sep. 2019 on the theme of “Cycle to Save Energy and Plant Tree” & “Promote Engineering for Change”. The rally was well received well by the members of the village, headed by President Mr. M. Jayasankar, President, and Initial agriculture corporative society. The Shawl was presented to Er. N. Nareshkumar, Dr. L. Ramesh, Dr. J. Balamurugan and Er. Gokul, Scientist, ISRO, Mr. M. Jayasankar, President, Initial agriculture corporative society headed the rally from

the village entry point, travelled around the village and finally arriving at the venue welcoming by a large gathering by all the village members.

EVENT OUTCOME:

- Trained 15 Village Volunteers' on "How to save One Unit per Day"
- Created Save One Unit per Day awareness to 600 Houses in the Village
- Around 2500 public was known the 9 mantras of Save One Unit
- 300 Public was trained How to Conserve LPG in Kitchen
- 26 members who have various health issues were given treatment Without Medicine • 200 Houses were distributed LED bulbs which will instantly save 14,600 Units Annually
- 75 Trees were Planted and allotted member for maintenance

Implementation of Tree plantation in school campus activities:

We EnSAv club created awareness on tree plantation at Sri Mahaveer Jain School, Thiruvotriyur on 11-12-2022. The event was titled as "MGR OXYGEN EVENT". Through this event we created awareness to the school students on importance and benefits of tree plantation. we created awareness to nearly 60 students at school.



General Public awareness:

We MGR Green9 EnSAv club created awareness to general public on "How To Save one unit per day" due to lack of knowledge electricity consumption. We also campaigned about energy wastage to the general public during the awareness program. We have campaigned at several places such as Thirumullaivoyal, Mogappair, Maduravoyal. Through this awareness we campaigned to nearly 1M people and saved one unit per day individually.

EDMONTON GREEN SHOPPING CENTRE

YOU CARE, WE CARE, EDMONTON CARES

Edmonton cares is the overarching headline used for all community and charitable initiatives taken place by the onsite team in Edmonton Green Shopping Centre. As a shopping centre, at the heart of the community, we aim to connect and support

not just charities but local community groups and organizations. We want to work energetically to involve the local community and contribute to local community development. We take our responsibility of being a “community” centre very seriously and



view our community as our partners and aim to build lasting and sustainable relationships which can aid those in need over a period of time rather than a one-off occasion. We strive to deliver a unique charitable program of fundraising activities with each project being planned and delivered at a local level in conjunction with a local partner and driven by local needs and concerns.

The onsite Management team comprises of four key team members and together they run the shopping centre which sits at the heart of the community. Edmonton Green shopping centre in Enfield, North London first opened in 1967 and the site stretches over 26-acres and houses over 120 retailers, a leisure centre, offices, residential also encompasses a market. Situated adjacent to Edmonton station, the centre stands as a welcoming gateway to the borough - a fact that makes the management teams

work to involve the community in the life of the centre critical. As a shopping centre who puts the community at the heart of everything they do, the team always aims to try to support local families and organisations. To understand the needs of not just the local community but the organisations that operate within it, the team reached out to various community groups and forums based in Edmonton to find out who was in need and what sort of support they needed. With the continued Covid crisis it was quite apparent that everyone was impacted in some way, so the team took it upon themselves to help by creating the "You care, we care, Edmonton Cares" Community Response plan. The plan was put together to look at ways in which the team could respond to those in need of help and to directly impact the lives of those within Edmonton Green. It was important to ensure all branches of the community were touched and to unite these groups to achieve the overall goal of supporting all community groups of Edmonton. The team quickly set about reviewing local organisations who were



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reaching out for help via our local partners and soon identified several groups, charities and schools which helped a large cross section of the community but where in need of help. One of the centres key principles is to see the community as an asset, not a customer base. Community Groups and local Charities are included in events and event planning, which ranges from straightforward fundraising to donation initiatives. The “You care, we care, Edmonton Cares” seemed to be the perfect project we could partner with multiple organisations to achieve our ambition of helping support as many families as possible within Edmonton while engaging with local community groups to increase the appeals exposure and coverage. The team set up a Free space within the centre complete with stand, barriers and advertising boards so local organisations can have the space to engage, fundraise or just raise awareness of their organisations and how they can help. WE coupled this with a free advertising package for social media and proved extremely popular with the space getting fully booked up for the few months and return bookings made due to the success and impact. Over the course of 2021 the onsite team have donated over 146 hours of time to run events and taking part in local initiatives. They have helped 77 local organisations and charities which is 53 more than the previous year and managed to raise over £14,000 for local good courses and charities. The team have already looked at a timeline for the 2022 initiative allowing more time to maximise awareness within the local community and increase. The team are looking to create a local working party to aid in future delivery and communication of support projects and are working on having a retailer, a customer, and a

service partner on board to help deliver and increase community partnership. A key learning point for the team was that community engagement is a process, not an event. Crucially, the team recognises that such engagement cannot just be a “one-off”. They have learnt that involving the community, listening to what it has to say, understanding its needs, and seeking to meet them are essential for an initiative to be successful. The on-site team are committed to ensuring all these conversations are always welcome.





IN 2022 WE:

- Supported over 30 charities and community groups
- Donated £23,750 to support our local community



- Provided nearly £4,000 worth of promotional space in the centre free of charge
- Over 70 hours volunteering

**EDMONTON GREEN ARE PROUD WINNERS OF
'COMMUNITY COMMITMENT' AND
'CHARITABLE GIVING' CSR AWARDS**



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ENDRESS+HAUSER ECO VADIS

ABOUT SUSTAINABILITY

Sustainability is the continuing commitment to act responsibly by integrating social and environmental concerns into business operations.

Sustainability goes beyond regulatory compliance to focus on how companies manage their economic, social and environmental impacts, as well as their relationships with stakeholders (e.g. employees, trading partners, government).

ABOUT THE ASSESSMENT

The EcoVadis methodology framework assesses companies' policies and actions as well as their published reporting related to the environment, labor and human rights, ethics and sustainable procurement.

Our team of international sustainability experts analyze and crosscheck companies' data (supporting documents, 360° Watch Findings, etc.) in order to create reliable ratings, taking into account each company's industry, size and geographic location.

ecoVadis

ENDRESS+HAUSER AG (GROUP)

has been awarded a
Platinum medal
as a recognition of their EcoVadis Rating

- MAY 2021 -



You are receiving this score/medal based on the disclosed information and news resources available to EcoVadis at the time of assessment. Should any information or circumstances change materially during the period of the scorecard/medal validity, EcoVadis reserves the right to place the business' scorecard/medal on hold and, if considered appropriate, to re-assess and possibly issue a revised scorecard/medal.

Valid until: May 2022
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ABOUT ECOVADIS

EcoVadis provides the leading solution for monitoring sustainability in global supply chains.

Using innovative technology and sustainability expertise, we strive to engage companies and help them adopt sustainable practices.

ENDRESS+HAUSER AG (GROUP) has been awarded a platinum medal in recognition of sustainability achievement!

To receive this medal, companies must have an overall score of 73-100.

OVERALL SCORE 99th percentile 76/ 100

ENVIRONMENT Weight 80 / 100

LABOR & HUMAN RIGHTS Weight 80 / 100

ETHICS Weight 70 / 100

SUSTAINABLE PROCUREMENT Weight 70 / 100

The EcoVadis assessment allows companies to demonstrate their commitment. Leverage a unique communication tool. Companies with an EcoVadis Scorecard avoid audit fatigue by sharing one assessment with all requesting customers.

CORRECTIVE ACTION PLAN IN PROGRESS

The Corrective Action Plan is a collaborative feature designed to support companies' performance improvement. It enables companies to build an improvement plan online, communicate planned and completed corrective actions and share feedback.

ENDRESS+HAUSER AG (GROUP) has a corrective action plan in place and is working on improving their sustainability management system.

2. ASSESSMENT BENEFITS

1. Customer Request Procurement, CSR, EHS, and Sustainability leaders in enterprises looking to monitor sustainability risk in the supply chain request an EcoVadis assessment for their trading partners.
2. Questionnaire Based on a company's specific sustainability risk factors, a customized questionnaire is created. It contains 20 to 50 questions tailored to the industry, size and location.
3. Document Analysis Companies are required to provide supporting documentation for their answers to the questionnaire. These documents are reviewed by our analysts.

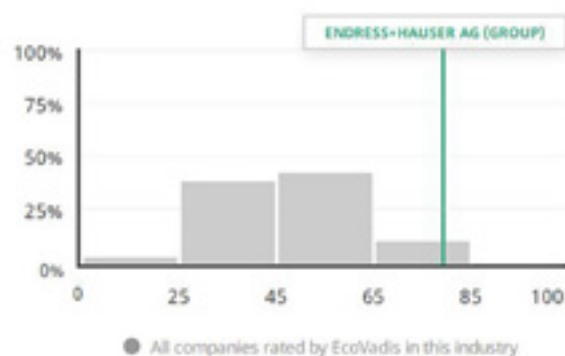
1. SUSTAINABILITY PERFORMANCE OVERVIEW

Score breakdown Sustainability performance

Score breakdown



Theme score distribution



Theme score comparison



4. Public Information Company information that is publicly available, most often found on the company website, is also collected as evidence of their sustainability performance.
5. 360° Watch Findings 360° Watch Findings comprise relevant public information about companies' sustainability practices, identified via more than 2,500 data sources. They can have positive, negative or no score impact.
6. Expert Analysis Our analysts combine all these elements to produce one unified scorecard per company.

The 21 issues or criteria are based upon international sustainability standards such as the Global Compact Principles, the International Labour Organization (ILO) conventions, the Global Reporting Initiative (GRI) standard, the ISO26000 standard, and the CERES principles.

1. ENVIRONMENT OPERATIONS

Energy consumption & GHGs
Water Biodiversity Local & Accidental
Pollution Materials, Chemicals & Waste

2. PRODUCTS

Product Use

Product End-of-Life
Customer Health & Safety
Environmental Services & Advocacy

3. ETHICS

Corruption
Anticompetitive Practices
Responsible Information Management

4. LABOR & HUMAN RIGHTS HUMAN RESOURCES

Employee Health & Safety
Working Conditions
Social Dialogue
Career Management & Training

5. HUMAN RIGHTS

Child Labor,
Forced Labor & Human Trafficking
Diversity, Discrimination & Harassment
External Stakeholders
Human Rights

6. SUSTAINABLE PROCUREMENT

Supplier Environmental Practices

Supplier Social Practices

Because the questionnaire is customized by industry, size and location, not all 21 criteria are activated for every company and some criteria are weighted more heavily than others.

Non-activated

If certain criteria are not activated, then the specific associated issue is not relevant or has very low sustainability risk for that company.

Medium

Medium importance criteria are the issues some sustainability risk is present but not the most pressing.

High

High importance criteria are the issues where the company faces the greatest sustainability risk.

Risk countries only

Criteria classified as Only in Risk Countries are activated only if the company has significant operations in one or more countries identified as risky.

B. Qualitative Information: Strengths & Improvement Areas Qualitative information provides more details and insights into a company's score. For each theme, the company is assigned strengths (elements of their sustainability management system that are positive) and improvement areas (elements of their sustainability management system that need to be improved).

The strengths and improvement areas are divided according to the three management layers (Policies, Actions, Results) and are also classified by priority. All improvement areas are automatically added to the company's Corrective Action Plan. They are pre-organized by priority.

The Corrective Action Plan is a collaborative feature designed to support companies' performance improvement. It enables companies to build an improvement plan online, communicate planned and completed corrective actions and share feedback.

7. ENVIRONMENT

This theme takes into account both operational factors (e.g. energy consumption, waste management) and product stewardship (e.g. product end-of-life, customer health and safety issues).

Environment Score Breakdown

Environment: Activated Criteria Because the questionnaire is customized by industry, size and location, not all 21 criteria are activated for every company and some criteria are weighted more heavily than others.

Environment: Strengths & Improvement Areas

The Corrective Action Plan is a collaborative feature designed to support companies' performance improvement. It enables companies to build an improvement plan online, communicate planned and completed corrective actions and share feedback.



Creating a sustainable future

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endress.com/sustainability

Distinct goals, strong values and a long-term focus characterise the development of Endress+Hauser.

As a family company, we want to combine economic success with ecological and social progress. Our work and our products create sustainable benefits.

We are convinced that this will pay off – for people, the environment and the company.

ETIHAD RAIL SUSTAINABLE RAIL

Etihad Rail has been given the mandate of developing the rail industry in UAE and of delivering a world-class rail network and services to accommodate the requirements of the UAE's future transport needs as the guardians of this mega project through which passengers and cargo goods will reach all parts of UAE, ER recognizes its role in promoting and supporting the nation's ambition of developing a vibrant and diversified economy based on long-term economic and sustainability strategies.

ER commits towards establishing the environmental sustainability initiatives and objectives through the operation and development of the UAE rail network in accordance with principles of sustainable development, recognizing that the success of our organization is enhanced by environmentally, socially, and economically responsible business

conduct. This commitment to sustainability management is aligned with Abu Dhabi's 2030 vision and is firmly bound with ER's vision and mission for the future, which is to develop and operate safe, sustainable, and cost-efficient rail-based transport solutions, connecting the UAE and serving clients, industries, and society with passion.

ER promotes sustainability through its services, program, and operations and has an impressive track history of environmental stewardship and innovation. ER offers cutting-edge impacts and benefits: faster, safer, more reliable, and more environmentally sustainable services than current transport alternatives. ER places the highest value on conservation of resources and operational efficiency, completing several energy-efficiency initiatives throughout the network. These efforts

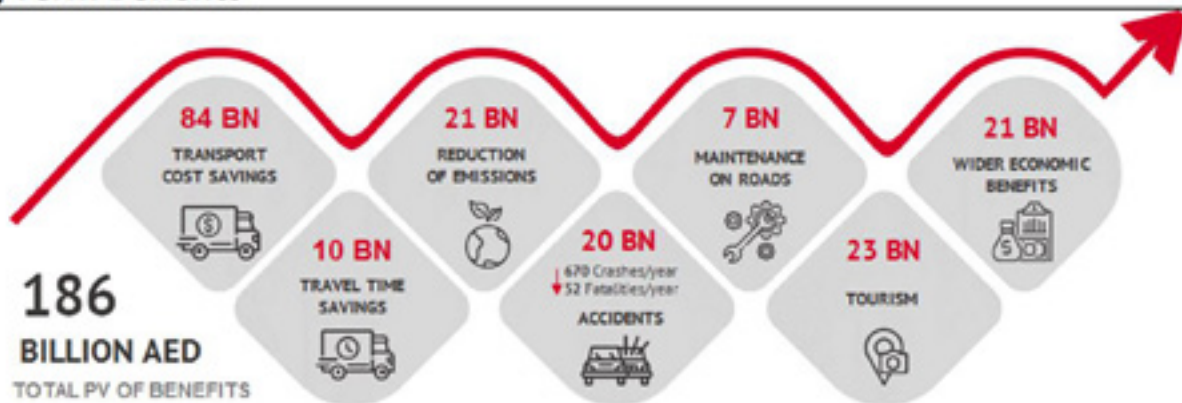
UAE Vision



Rolling Stock



Long Term Benefits



reflect the company's overall management approach to find and incorporate practical and cost-effective solutions to transportation and financial challenges that benefit both the environment and the community we serve. In line with our sustainability strategy, ER and Environment agency – Abu Dhabi has started a collaboration to ensure the preservation of UAE's environment and natural heritage during the planning and construction of ER project.

Sustainability is central to ER's mission to provide the best possible rail transportation services and improve regional mobility and quality of life in UAE. Advancing sustainability in all facets of business - including service planning, rolling stock and fuel selection, facility operations, design, and construction, and customer service - ensures that ER is well-positioned to adapt to future environmental, economic, and social challenges.

ER has developed a sustainability plan that is derived from the corporate strategy which states that ER will provide a safe and sustainable freight and passenger transport railway system in the UAE through innovation and continuous improvement of technologies and practices. ER has developed goals and objectives in line with ER strategic themes and objective "Building a competitive and sustainable Network" to ensure that the environmental sustainability initiatives will be achieved in line with the corporate objectives:

- Review and evaluate all-new programs and projects to ensure their balanced, holistic, and measurable addressing all three sustainability pillars: environmental, economic, and social
- Incorporate language that supports ER's sustainability initiatives within all new leases, and contracts
- Adopt the 'Estidama' standards set forth

by the Abu Dhabi Urban Council as guiding criteria for achieving sustainable design and construction practice in the development and remodeling of the rail network and rail facilities

- Minimize the environmental impact of the organization's operations
- Ensure compliance with all local and national relevant laws, regulatory and other requirements Rigorously monitor ER's progress against meaningful goals and targets
- Foster a culture of sustainability through ER's relationships with customers, partners, tenants, contractors, and suppliers, and participate actively in local and regional sustainability partnerships. This commitment to sustainability management is fully aligned with Abu Dhabi's Vision 2030 and is firmly entrenched in the company's vision for the future, which is to connect regions and integrate industries through rail-based transport safely and sustainably Our philosophy aims to ensure that future generations can benefit from rail and the valuable opportunities it offers. The project is special because a fully loaded train would remove up to 300 trucks from the UAE's roads:

SHORT TERM:

- Potential enhanced land value (the land around the railway): AED23Bn over the next 50 years
- Reduce the cost of a trade
- Reduce material transportation costs and time
- Employment creation & Emiratization is also sustainable in nature

LONG TERM:

- Use sustainable materials which can stand high temperatures and humidity, ensuring a long design life

- Estimated tourism benefits: AED23Bn over the next 50 years
- A large but sustainable increase in population at the carrying capacity of some areas of the UAE
- 70 - 80% less CO2 emissions than trucks
- Improved air quality, as one loaded train would remove 300 container trucks from UAE road network
- Reduce greenhouse gases by more than 22 million tons annually: the equivalent of 375,000 vehicles
- Estimated total benefits of emissions savings: AED24Bn over the next 50 years
- Projected savings from road maintenance: AED8Bn over the next 50 years.

Contributing to the UAE Economy Freight Cost Savings:

Direct economic benefits include freight cost savings, business travel time savings, along other economic remunerations. These economic benefits will support businesses, commuters, and other travelers across the region. The project will also contribute to tourism and the wider UAE economy. The cost savings made by businesses that transfer their freight carriage to rail will enable them to be more commercially successful and therefore further contribute to economic growth.

Increased Inward Investment: Analysis shows that the economic benefits that ER will bring are shared across all seven Emirates. It will support exports as well as increase inward investment. It will also provide employment opportunities and increase the incomes of business and property owners, as well as their employees.

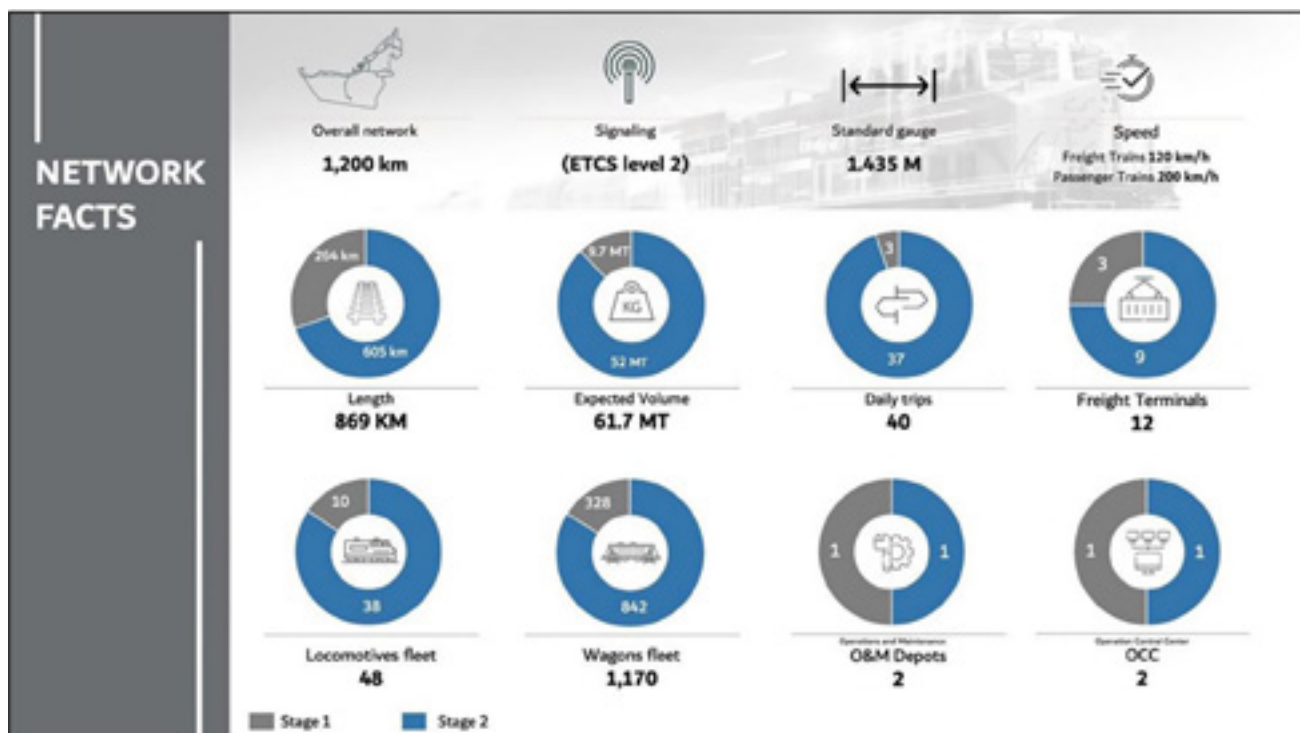
Extending Geographic Markets: The enhanced connectivity that ER will deliver will effectively bring businesses closer together, facilitating more efficient trade, extending geographic markets, and making a greater labor force available. Rail transport lowers

the cost of trade and improves the market position of existing industries, promoting their growth, and leading to economic diversification through the creation of new transport infrastructure and its related ecosystem.

Freight Facilities: ER will manage the handling of the UAE's freight and cargo through world-class freight facilities, supporting import and export services and developing comprehensive delivery processes for freight forwarders and other stakeholders including ports.

Rail Industry: Each year the rail freight industry carries goods valued at billions of US Dollars ranging from steel, cement, and construction materials. To date, only a small portion of goods exported from the UAE are transported by rail, but with a national network in place as Stage Two comes online, rail will be well placed to provide long-haul consumer services; this sector has seen steady growth in the past years and the industry predicts that rail freight will dramatically increase with consumer traffic growing fourfold.

Road Congestion & Maintenance: Rail freight has a major role to play in reducing road congestion, lowering the risk of collisions, road damage, and pollution. ER is actively campaigning to have the right policies in place and will provide the necessary infrastructure and terminals to accommodate more freight traffic as it is transferred to rail. Multiplier Effect on UAE Economy Located in the heart of the Middle East, with one of the world's richest cities as its capital, UAE possesses a fast-growing economy and has been increasing its international status as a global and strategic hub for commerce and travel. To meet the needs of the UAE's robustly growing economy, ER is committed to providing world-class rail transport infrastructure for passengers and freight coming into and out of UAE Major enhancements are being undertaken at ER's new phase 2 rail network which, together with services provided by ER, are expected to augment the company's positive economic results and further support the economic development of UAE with approx. 21 billion (AED).



Contributing to UAE Environmental Protection

Nature Conservation: ER works closely with the Abu Dhabi Authority for Tourism and Culture (TCA) and Environment Agency-Abu Dhabi (EAD) to ensure that the UAE's natural environment is preserved. Reducing or eliminating risks to the environment is an essential part of the construction and operational strategy. While the railway was designed and built to have minimal impact on the region's unique flora and fauna, ER has developed and implemented an ongoing environmental protection plan.

Culverts and underpasses: Several culverts and small underpasses are being built throughout the alignment. These consist of Small Underpasses (SUPs), Camel Underpasses (CUPs), Road Underpasses (RUP), Reptile Culverts (RCU), and Gazelle Underpasses (GAZ) Many gazelle underpasses have been combined with SUPs and CUPs.

Tree Management: All healthy mature, native, non-irrigated trees are transplanted prior to any construction to a location agreed with the plantation owners. For example, all-natural Al Ghaf trees are identified and clearly demarcated. Disturbance to these specimens will be avoided where possible. Where disturbance is unavoidable, the specimens will be carefully removed and replanted in an alternative suitable location before works commence in the area. Trees existing within the construction corridor are tagged, removed, and translocated to a suitable alternative site as agreed with the owners. A tree management plan ensures that trees are well looked after. Surveys are conducted for the possible removal of sensitive specimens of small mammals and reptiles, and demarcation and avoidance of floral specimens and Dhub (lizard) habitats. Culverts are provided to allow free movement of Mountain and Sand Gazelles, Dhubs, Desert Monitors, and other snakes, geckos, lizards, and large and small mammals and reptiles.

Climate Change: ER will monitor, manage, and minimize impacts on climate change by effectively

removing many trucks used for freight off the road. By June 2022, ER has transported more than 30 million tons of granulated sulphur for Abu Dhabi National Oil Company (ADNOC), the equivalent of nearly 2 million truck trips. One fully loaded train removes approximately 300 trucks from the road, producing 70%-80% less carbon dioxide emissions than the trucks required to transport the same tonnage. When Stage 2 becomes operational, these figures will be significantly higher.

Rolling Stock: For Stage 2 heavy haul mainline freight train operations, modern locomotives have been specified with engine efficiency and emission standards according to the best-proven technology available at the time of procurement. As a further measure to minimize engine emissions and fuel consumption, mainline freight train service locomotives will be supplied with a "low idle" feature to reduce engine idling speed and fuel consumption, as well as an automatic engine control system that shuts the engine down when the locomotive is not used for an extended period. Reuse of 'grey water' from the train wash facility is re-purposed for irrigation.

Locomotive Emissions: While trains are one of the most environmentally friendly modes of transport, ER has taken additional action to minimize the railway's environmental impact, such as implementing the United States Environmental Protection Agency's standards for engine emission levels. Under these measures, all the engines used on the railway meet a Tier 3 emission level, which regulates the locomotives' emissions of nitrogen oxide, sulphur oxide, volatile organic compounds, particulate matter, and carbon monoxide.

Contributing to UAE Society Developing Al Dhafra Region: As the railway network connects more areas within the UAE and GCC, various industries and communities will expand as a result. The region will experience more economic, social, and cultural growth in the form of job opportunities and industrial diversification.

Noise Control: ER and ER recognize the importance of being a good neighbor and are committed to keeping noise from trains to a minimum as the network has no level crossings (all traffic crosses the track over bridges and through tunnels), horns will only sound in emergencies. In addition, the railway utilizes the best noise reduction technology to minimize the sound of passing trains. Ballast Mats are used on bridges to reduce noise, vibrations and degradation of ballast.

Crossing Points: Crossing points have been designed to allow for the smooth flow of traffic on both the railway and roads, and with as little disruption to the surrounding wildlife as possible. Stage One includes 20 over-bridges, 2 under-bridges, 10 road underpasses, and 18 smaller underpasses. To cater to native wildlife, the railway also features 10 camels, 22 gazelles, and 78 reptiles' underpasses. For convenience, crossings are spaced at a maximum of 6 to 7 kilometers. Stage 2 will see this commitment to animal welfare carried through along the entire network.

Job Creation: The railway is bringing beneficial changes to Abu Dhabi Emirate due to increased

employment and improved access to community facilities for the projected increased population. When complete, the network will provide a sustainable and efficient mode of transport for public and commercial uses. The project will provide a sustainable and efficient mode of transport for both the workforce and industrial products. This will in turn promote tourism in Abu Dhabi.

Connect Cities: The railway will connect rural areas to cities, improving connectivity and generating wider economic benefits for these areas. The value of time saved due to reduced road delays by car, bus, taxi, and freight users who will shift to the rail network, accounting for station-to-station road and rail time and distance is equivalent to AED 96Bn over the next 40 years. A reduction in the rates of accidents can be expected as the railway will lead to a lower number of kilometers traveled on the roads, hence fewer road accidents per year on the UAE's Road network, saving an estimated AED 199Bn over the next 40 years.

Reducing Highway Traffic: The rail network will ultimately provide services for both freight and passengers, with social benefits including lower-



cost transportation, faster journeys than highway alternatives, and reduced levels of highway traffic by offering a time and cost advantage over trucks when compared with the no-rail scenario option for freight transportation, the ER network will attract container and bulk freight cargo that is currently transported by trucks.

The UAE's progressive economy is synonymous with an evolving landscape. ER's strategy is to build a railway network that caters to the needs of customers, both today and tomorrow, ensuring sufficient capacity for anticipated traffic and infrastructure growth. Planners, designers, and engineers are required to future-proof projects of this magnitude from the outset, in order to mitigate the risks of significantly higher costs in the future as a result of network changes. Part of this future and sustainability proofing includes securing a rail alignment that will enable future expansion capability and possible future electrification of the railway. ER has a clear strategy and business model which will ensure railway suitability in a commercial manner.

The following are the main stages to sustain this project:

- Stage 1 business as usual with cost and operations optimization and innovation with requisite business development and customer experience enhancements aligned with ADNOC key account management for sustained high levels of satisfaction
- Stage 2 freight network and services development and launch core rail operations
 - Maturation and diversification of Stage 2 freight operations and maintenance capabilities and future growth and expansion of the network in subsequent stages on commercial principles
 - Secure commercial agreements with prospective Stage 2 customers in advance of the commencement of operations to optimize start-up capacity and financial performance
 - Cautious diversification into initial passenger services leveraging investments in freight network and based on sound business case with a clear route to alternate (non-government) financing
- Secure bilateral agreement between UAE and GCC countries for strategic network expansions, connections, and cross-border services

GENQUIP GROUNDHOG UNISEX SOLARLOO

The Genquip-Groundhog Unisex SolarLoo
Genquip-Groundhog is a partnership between two long-established privately-owned companies that have been engaged in business together for over 30 years. The partnership specialises in the manufacture and marketing of environmentally slanted construction temporary accommodation units and site welfare provisions. The first Groundhog mobile welfare unit left the production line in 1987. Genquip-Groundhog remains completely in tune with the modern demands of the construction rental marketplace. Their active participation in trade shows throughout Europe brings them very close to users of their products. Through this, and a targeted marketing research campaign, Genquip-Groundhog became aware of the requirement for unisex on-site toilet facilities that lowered fuel costs, reduced emissions, and managed water usage. Genquip-Groundhog is a five-star Considerate Construction supplier which serves to improve the image of the construction industry whilst simultaneously encouraging young people, and especially more women, into the

industry. Having safe, comfortable, and sustainable welfare facilities helps with this aim. Genquip-Groundhog placed carbon emission reduction, lower fuel costs, and empowering the use of renewables at the heart of Unisex SolarLoo. Following intensive designs and development a prototype was delivered to a rental organisation for evaluation. After completing their tests, the unit was sent to the site. After six successful weeks on-site and with only minor adjustments required the Unisex SolarLoo was launched onto the open market. Genquip-Groundhog considers the Unisex SolarLoo to be a worthy contender for a CSR award for two important reasons. Firstly, the reduction in carbon emissions is a high priority for construction site managers and secondly, there is the planned increase of diesel fuel duty. The Unisex SolarLoo emanates ultra-low pollution and the warm water and heater are powered by a Hydrotreated Vegetable Oil (HVO) enabled fuel system.

The Genquip-Groundhog Unisex SolarLoo
Background Genquip-Groundhog operates from a modern, state-of-the-art manufacturing facility is based in South Wales. The production lines and offices are powered partially by recently installed solar panels. In addition, Genquip-Groundhog has engaged a consultant to draw up a carbon reduction plan, which will be fully implemented when completed. Genquip-Groundhog placed carbon emission reduction, lower fuel costs, empowering the use of renewables, and introducing safe female welfare facilities at the heart of the Unisex SolarLoo. Genquip-Groundhog is a five-



star Considerate Construction (<https://www.ccscheme.org.uk>) supplier which serves to improve the image of the construction industry whilst simultaneously encouraging young people, and especially more women, into the industry. Having safe, sustainable, comfortable welfare facilities helps with this aim. The company is also a member of Confor (<https://www.confor.org.uk> which is a membership organisation that promotes sustainable forestry and wood-using businesses. Genquip-Groundhog places a huge emphasis on client training. These training sessions ensure that all of their units are safely installed and used in accordance with all health and safety considerations. Training courses are held in the dedicated training room at the Groundhog manufacturing plant, or if necessary, on a client's premises or on-site. The partnership has also developed a 'Virtual Showroom' (<https://youtu.be/9xAhgPG6iVw>: <https://www.groundhog.co.uk/videos.php?VSRT>) . A viewer can access the showroom with just one click. The viewer is greeted by an actual Genquip-Groundhog employee who explains how to navigate the many showroom sectors and what they can expect to discover. There are display boards of each of the Genquip-

Groundhog products which are 'clickable' and will instantly display all the features and benefits of the product. Genquip-Groundhog believes that their 'Virtual Showroom' will give a potential purchaser the freedom to navigate their products from their office desk, without having to make a physical, expensive journey to the Genquip-Groundhog physical showroom. A workshop manager can also view the parts that make up the units and correctly order new parts as and when required. The Unisex SolarLoo The HSE 'provision of welfare facilities during construction work' information sheet states that men and women may use the same toilet if it is in a lockable room, and partitioned from any urinals. However, Genquip-Groundhog went further than these guidelines and included male and female separate toilet facilities incorporated into one building. The Unisex SolarLoo is a combined male and female toilet system that is designed for use on construction sites. This brand new product follows the original Genquip-Groundhog Unisex Solar Hybrid Toilet, which featured a small fuel-efficient diesel generator as a backup should extra power be needed. However, Genquip-Groundhog engineers soon discovered that the generator was being started

very infrequently, and with the advances in battery power, a decision was made to dispense with the use of a generator completely. The Unisex SolarLoo now operates solely from renewable power. The Unisex SolarLoo female area features a low flush eco-toilet with a 400 litre waste tank. The male compartment also has a low flush eco-toilet and two 1200mm waterless urinals. Also included is a 1200mm stainless steel washbasin with two warm water taps. Both female and male users of the Unisex SolarLoo benefit from warm water supplied by an onboard heating system administered by the latest



Webasto Thermo top system that is designed to protect the engine and save fuel. The compact Thermo Top water heater pre-heats the engine to the starting temperature. This considerably reduces the load on the engine caused by a cold start and thus increases the life span and operational readiness of the engine. The Thermo Top heater will operate from Hydrotreated Vegetable Oil (HVO) fuel. HVO fuel is a renewable diesel alternative based on vegetable oils, grease, and similar residue. The Unisex SolarLoo also features 12V LED lighting fitted with a PIR motion sensor (PIR stands for passive infrared) which is a device that detects movement, and therefore the lights are only switched on when a person is in the vicinity. There is a convenient and hygienic liquid soap and paper towel dispenser. The HSE information sheet confirms that men and women can share sinks used for washing hands, face, and arms. During the design stage of the Unisex SolarLoo, all Genquip-Groundhog employees were encouraged to offer up their input in order that this new product was fully embraced by the complete Genquip-Groundhog team. Non-Road Mobile Machinery (NRMM) One of the construction's largest contributions to air pollution is emissions from NRMM. NRMM is defined as; any mobile machine, vehicle, or transportable equipment that does not carry passengers or goods on the road and is installed with a combustion engine. Examples of NRMM include dumpers, excavators, compressors, telehandlers, and (importantly) generators. In Greater London, there are strict emissions standards for NRMM. Registering plant on the NRMM register is a mandatory requirement in London. Elsewhere, sites may still choose to have an inventory of on-site plant. For projects outside London, meeting with low-emission standards is always considered to be best practice



Sites are seeking alternative fuels to reduce the presence of diesel plant. Contractors are being encouraged to explore more sustainable methods of powering equipment on site, such as battery and/or solar power. In addition, the use of 'red' diesel will, in April 2022, be strictly limited to vehicles and machinery used in agriculture, horticulture, fish farming, and forestry. Construction firms will have to pay full pump prices for their diesel, which means there will be a significant increase in fuel costs. However, site welfare facilities need power, and this power is usually in the form of a diesel generator. HSE law requires that these facilities are always available, which usually means that the generator will be constantly running throughout the day and if night security is needed, throughout the night. This incurs burgeoning fuel costs, increased servicing intervals, and unacceptable carbon emissions. In addition, water conservation is becoming an important issue when running welfare facilities on site. Uniquely, the Genquip-Groundhog Unisex SolarLoo is powered by a combination of a highly efficient 130amp power Absorbent Glass Mat (AGM) battery, which is charged via a 2-panel solar system with a built-in controller. It emits zero emissions, zero noise, and



therefore provides clean power throughout the day - no harmful carbon emissions and no noise pollution. The Unisex SolarLoo is fitted with a rainwater harvester that collects rainwater and utilises it for WC flushing, saving on the amount of fresh water needed to operate the toilet systems. It has steel profiled panels to sidewalls and roof, plus steel personnel doors to three separate areas (Toilet areas and generator/service area). The Unisex SolarLoo was immediately taken up by a major hire firm supplying a rail contractor. Rail contracting regulations have made it mandatory that toilet facilities have to be sited at regular intervals. A mix of male and female workers was engaged in this project, so the Unisex SolarLoo alleviated the requirement to have separate units (at additional costs and space). As the project progressed, the Unisex SolarLoo needed to be re-sited. The contractor commented that units were easily moved by utilising their trailer systems, which were safely

and easily attached via conveniently placed forklift pockets. Although the Unisex SolarLoo is designed to provide quality welfare facilities for all types of construction assignments, Genquip-Groundhog was delighted that the Unisex SolarLoo was delivering what was needed to this highly regulated trackside project. Unisex SolarLoo is just one product in a complete range of temporary accommodation units manufactured by Genquip-Groundhog, that utilise modern technology that champions the use of hybrid, battery, and solar power as a primary source. (www.groundhog.co.uk). Where, in some instances, a combustion engine is the only source of power, Genquip- Groundhog endorses the use of Hydrotreated Vegetable Oil (HVO) fuel. HVO fuel is a renewable diesel alternative based on vegetable oils, grease, and similar residue. Using HVO fuel can reduce CO₂ emissions by up to 90% when likened with fossil-fuel diesel. HVO is compatible with the Groundhog 6kVA and 9.8kVA generators.

CONCLUSION

To summarise the Genquip-Groundhog Unisex SolarLoo:

- is inclusive – male and female facilities in one unit
- helps to encourage females to enter the construction industry – with safe welfare facilities
- is sustainable – emitting zero emissions and zero noise – benefits the wider environment
- is backed –up with comprehensive training for safe operation
- eliminates all fuel costs – cheap ‘red’ diesel will not be available for construction site use after April
- is the modern way to provide fully compliant site welfare facilities

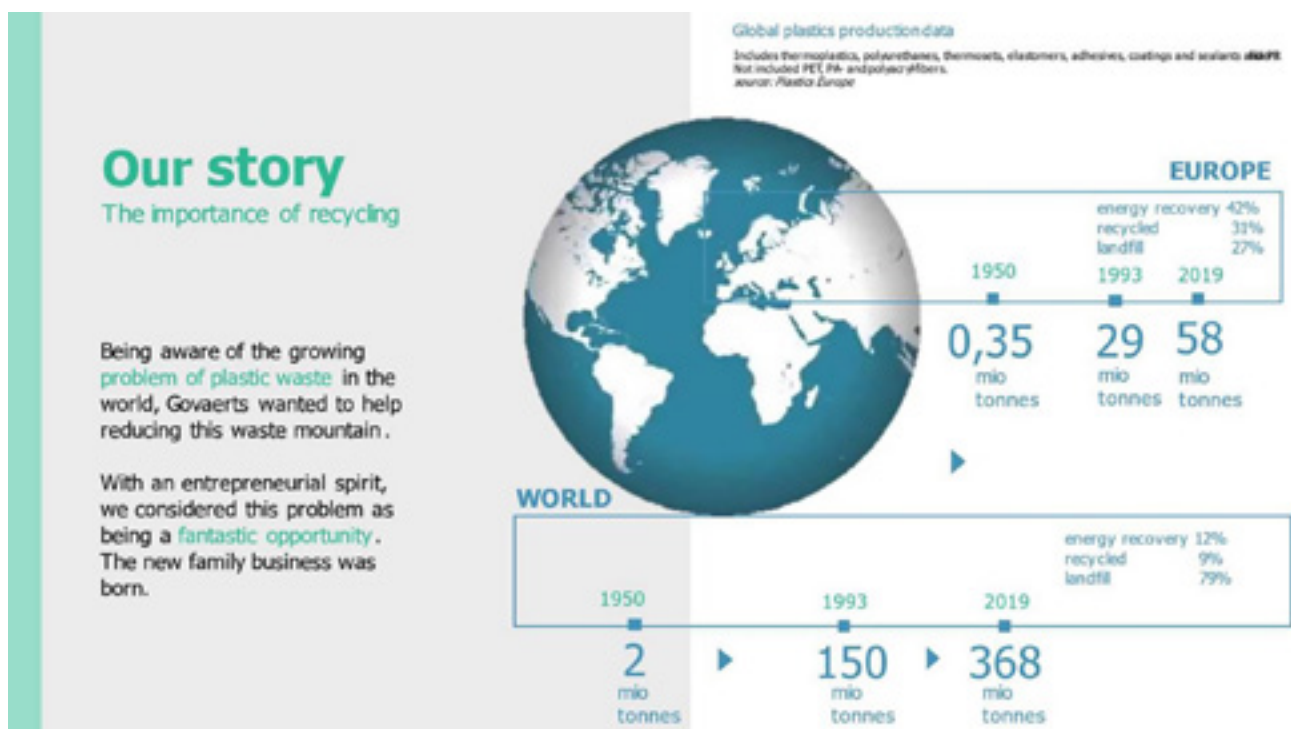
GOPLASTIC LTD

OUTDOOR STREET FURNITURE

Long before today's renewed focus on green credentials, GOplastic has been providing environmentally-friendly sustainable Outdoor Street Furniture made from 100% recycled plastic ranging from benches, planters, litter bins, children's playgrounds and many more products. The products are an ideal and literal example of our cradle-to-cradle philosophy, and since 2005, GOplastic have been serving the housing, education local authority

THE PRODUCTION PROCESS;

- raw materials are 100 % recycled material (bottle tops, plastic bags and packaging film) and end products are 100% recyclable again
- All power used in manufacturing is 'green' and cooling water is re-used
- The end product is high quality



and equestrian sectors. Proving that there is durable solution for the ever growing plastic waste stream, the ultimate vision of the company is to always protect the environment Setting itself apart from more traditional designs. GOplastic is at the forefront of cutting-edge design and offers credible high-quality alternatives and a wide-ranging choice to the discerning architects / specifiers who are looking for contemporary pieces for their projects.

INNOVATION:

- Modern and Contemporary design
- Where original recycled products tended to be brown or black colours, GOplastic has successfully accomplished its' vision to bring unique designs with more colour into the materials which are now in demand in schools, academies, hospitals and a specifiers choice.

- The latest innovative product combines two green technologies - a recycled plastic bench with solar panels incorporated that captures the sun's energy and provides smart and mobile phone charging.
- GOplastic have provided good-looking solutions for the recent requirements for traffic barriers in city centres that successfully conceal the purpose and are a marked improvement on the concrete barriers installed elsewhere

QUALITY:

- Products tested by independent specialists
- 10 year guarantee on the material

RAISING AWARENESS:

- Free CPD sessions provided to organisations that provide information on the recycling and waste statistics and the LA targets in their local area

SUSTAINABILITY:

Apart from the recycled nature of the material, the finished product has a long lifetime. No rotting or splintering, the products are maintenance-free and should never need replacing or repairing

Head Office: Tel: 02922 801294 Email: sales@goplastastic.co.uk www.goplastastic.co.uk

1. CORPORATE SOCIAL RESPONSIBILITY

GOplastic was formed in 1999 in Newhaven East Sussex as a partnership specifically to attempt to change the concept of timber as the only building material of choice for stable construction in the equestrian industry. This was successfully achieved (with over 45,000 boards per year now sold into this market) GOplastic's target was then to introduce

recycled street & park furniture, bollards, decking, fencing and profiles for various applications into a wide sector within the UK, and our vision was to supply only 100% recycled products. There are no office buildings for GOplastic. Home-working has always been the normal working practice for the staff at GOplastic long before the pandemic forced companies to adopt this arrangement. Part of our responsibility target is to spread the word and CPD seminars are delivered to companies at national level to raise awareness of the green agenda

2. INNOVATION

GOplastic customers are not only delighted by the excellent quality, standards and choice of eco-friendly products, but also by the innovative contemporary designs proven track record of excellent customer service, from Sales promotion to the point of sale, subsequent ordering through to delivery. Their friendly, flexible, accommodating customer care combined with their passion for their recycled, sustainable products and conserving the environment is obvious to their customers. Sectors The GOplastic team constantly strive to encourage Local Authorities, Housing Associations, Schools, Colleges, Universities, Hospitals, Stable Manufactures, Construction Companies and Architects to use a sustainable eco-friendly alternative to wood thus encouraging the recycling of plastics (giving it a second life), helping any organisation with obligations they may hold around sustainability and supporting recycling by using products with a high recycled content, and in our case products manufactured and supplied with 100% recycled materials content. Solutions The product which is available in an assortment of colours, has the natural of texture and appearance of wood but without the disadvantages of requiring treatments, perishing or causing injury by splintering and can be effortlessly installed. Housing Associations and local authorities specify the following made from 100% solid recycled materials: Significantly reducing cyclical maintenance costs.

- Bin Bay Panels
- Fencing
- Gates
- Designer Street Furniture including planters and benches
- Decking for courtyards and balconies

The splinter-free, rot-proof, maintenance-free, everlasting and durable nature of this product means that there is no need for cyclical maintenance or major replacement programmes which result in a considerable economic benefit for both the Housing Provider and the tenant. In addition, use of the recycled product can help organisations meet their sustainable obligations in their built environment. GOpastic Ltd stands out from its competitors by specialising solely in quality and stylish recycled, environmentally-friendly alternative plastic products with a vast and unique product range. Enabling its customers to both significantly reduce their maintenance costs and gain the sustainable, environmentally-friendly advantage. The quality, innovative and contemporary design of the Goplastic products is what makes us a leader in the UK market of recycled plastic products. We supply a great diversity of profile sizes and these are available in seven different, UV stabilised solid colours.

3. THE STREET FURNITURE

Range includes the European Ovam Eco Design Award winning 'Canvas Bench'. Supplying products made from recycled materials into various UK sectors (Housing, Education, Health),

has, partly by coincidence helped GOpastic Ltd demonstrate an effective, economical and strong social responsibility.

4. SOCIAL BENEFITS

Purchasing recycled-content products is an easily actionable step that organisations can take to demonstrate the delivery of policy on sustainability. Purchases stimulates demand for recycled raw materials, closing the loop and diverting material from landfill. Recycled plastic materials are completely inert and will not leach any chemicals into water or soil, even in wet environments. (Source WRAP)

Our business

A sustainable vision



5. ECONOMIC BENEFITS

Setting aside environmental concerns, the economic success or failure of plastics recycling relies on two variables:

- The cost of the raw materials used to make virgin plastic, petroleum and natural gas.
- The cost of recycling versus the cost of disposal, which fluctuates based on a city's proximity to recycling centres.



There are enormous economic and social benefits in the recycling industry, moreover there are great opportunities for social enterprise with open and closed loop recycling.

Closed Loop Recycling: Closed loop recycling is the process by which waste is collected, recycled and produced to make something new. Effectively, the waste does a full circle without having a negative impact on the environment.

Open Loop Recycling: Open loop recycling refers to recycling a product into a different product. Often plastic water bottles are recycled into sleeping bags, fleece jackets and other products.

6. MEASUREABLE IMPACT / BENEFITS:

The chart below indicates the whole life cost savings of a typical bin bay installation. The initial outlay for recycled plastic bin bays estimated 15 to 25% more than the initial outlay for timber materials. Ongoing maintenance of the timber and part replacement after 5 to 7 years increasing yearly. The recycled material outlay, maintenance free with no ongoing up keep or cyclical costs required. Savings are achieved with a benefit to clients, contractors and tenants. These measurable achievements demonstrate a

positive impacted on communities with recycled bin bays, fencing, decking, and street furniture products, while improving the aesthetics of a neighbourhood and reducing maintenance costs. The importance of recycled plastic will continue to increase, not only because it is the most cost effective alternative to wood and other traditional building materials with its obvious practical maintenance-free advantages, but also because it reduces the production of the greenhouse gas associated with the high energy consumption needed to produce concrete, steel and virgin plastic. It also helps reduce the use of wood, preserving forests, the lungs of the planet, which remove a major greenhouse gas, carbon dioxide, from the atmosphere. Bin Bay Solutions

- 100% recycled plastic panels are extremely robust, will not splinter, crack or rot and can be jet- washed without harm to the material.
- Louvre style boards allow air to circulate, preventing a build-up of unpleasant smells around the bins.
- Panels are pre-assembled and available in various heights and widths.
- Natural colours (brown, green, grey) blend in with the environment.
- Powder-coated ground sockets complement the panels.

- Communities benefit from this kind of bin bay installation as their communal areas are easily kept clean, tidy with little disruption due to a very short install time. Within the housing sector our Normandy Bin Bay Panels have significantly reduced the maintenance costs for local authority housing departments and housing associations. Picture below: Normandy Bin Bay Panels used by Stoke City Housing & New Vision Housing in Woking. Street Furniture Designs to create and meet the requirements for a contemporary feel in modern city architecture GOplastic's excellent bench designs offer a truly pleasing alternative to more traditional materials such as timber and concrete. The innovative designs were recognised in 2008 by winning the Ovam Eco Design Award (European Award). The award winning Canvas Bench has proved a popular choice and has been specified by architects on numerous school, college and University new builds and re-furbishment projects. Award Winning Canvas Benches.

7. MOVING FORWARD

- CPD (Continual Professional Development) "The Economic Value of Recycled Products"
- Solar Smart Bench (Unique design and the first ever Solar Smart bench made from recycled material. Harnessing the sun's natural energy via a panel, this bench provides charging of

mobiles and other devices. This has been a recent project and the product is now available. Further advances are being worked on with this technology with a prototype bench that provides lighting and Wifi

- We will continue to work from home and have always done so lowering our carbon foot print wherever possible, and working from home to reduce travel has always been a standard practice for us at GOplastic Ltd.
- Only 100% recycled materials used
- Whole life costs (WRAP) 40 years life span

To ensure these products are continually supplied into specified UK sectors we've written a CPD presentation entitled "The Economic Value of Recycled Products". This is presented to architects, specifiers, local authorities and mixed discipline practices as a learning document, and is geared towards those with an obligation to gain CPD hours and a desire to specify environmentally friendly alternative products. The CPD content covers the following topics:

- Considerations & Costs
- Benefits of recycled products
- What is being recycled?
- Whole life costs
- Manufacturing processes

Picture below: Normandy Bin Bay Panels used by Stoke City Housing & New Vision Housing in Woking.



- Why specify recycled products?
- CO2 Information & Combatting Climate Change
- Case Studies & Product Applications

A unique Solar Range: Goplastic partner with Solar Capture: Solar Capture have added: "At Solar Capture, our vision is set on making renewable solar energy accessible to everyone. We want to empower generations to use clean renewable energy as a means of powering the future. Through a balance of collaboration, cutting-edge technology and honest business application we can, and we are making great change. And we want you to be a part of that. With a range of solar products that have been well received in the traffic/ rail and offshore industry we design fully integrated solar solutions that can be used to power remote applications. Our products are recognised as innovative and reliable: "We have recently designed a solar charging smart bench. The Solar Smart Bench 6180 is made from recycled plastic and has a built in solar module that powers phone charging and can extend WIFI" "The idea behind this product was to encourage more outdoor activity, health and fitness, safety and shows a commitment that we are making an effort to use alternative sources of energy". "This product is being installed in a number of National Trust sites as well as several high streets. There are many opportunities to work with GOpastic to integrate solar into more of their street furniture products". (Solar Capture)

8. INTERNATIONAL:

As well as distributing recycled plastic products into many UK sectors, there are also ongoing opportunities for GOpastic to supply internationally. We have supplied recycled street furniture products to Chile, Pechersk School International in the Ukraine and Jersey in the Channel Isles and this is another avenue we will pursue for future growth and development. A word from our supplier: ONCE IS NOT ENOUGH the importance of recycling. Recycling waste today is still a choice. Tomorrow it

will be a necessity. For several years now, we have been proving that a durable solution for the growing plastic waste stream does exist. With continuous growth for more than 50 years, global world plastics production has risen from 2 million tonnes in 1950, to 368 million tonnes in 2019. This is a striking figure... European production alone accounts for about 58 million tonnes of this total amount. 25 million tonnes of plastics ended up in the waste stream in 2012 of which 6.6 million tonnes were used in recycling. We are pleased to take part in this cycle, with durable and recyclable products as a result. We always aim to be at the forefront of innovation when it comes to product development, design and manufacturing processes. We are constantly looking to meet our customer's needs and to adapt our products to the latest requirements. Our street furniture range is a visible and clear example of how we invest in updating our business. We are cooperating with a fine selection of product designers. (Govaerts Recycling) (Govaerts Recycling)

9. USEFUL & INTERESTING STATISTICS:

- The Waste & Resources Action Programme (WRAP) state that statistics show a 40 year life span for recycled plastic products. (Please see editorial also submitted)
- 12.7 tonnes of CO2 emissions are saved for every tonne of plastic waste prevented. (N.I.S.P.)
- There are nearly 1000 plastic bags used in every square metre of recycled plastic decking.
- One Canvas Design Bench = 3200 bottles or 4000 plastic bags
- Our supplier produces over 14,400 kilometres of recycled profiles each year.
- They have recycled over 3 billion bottles since 1995.

For full details of our product range please visit the website www.goplastic.co.uk Company Reg. No: 5766155 VAT No: 737230053

HORIZON THERAPEUTICS

NOT JUST SURVIVE BUT THRIVE

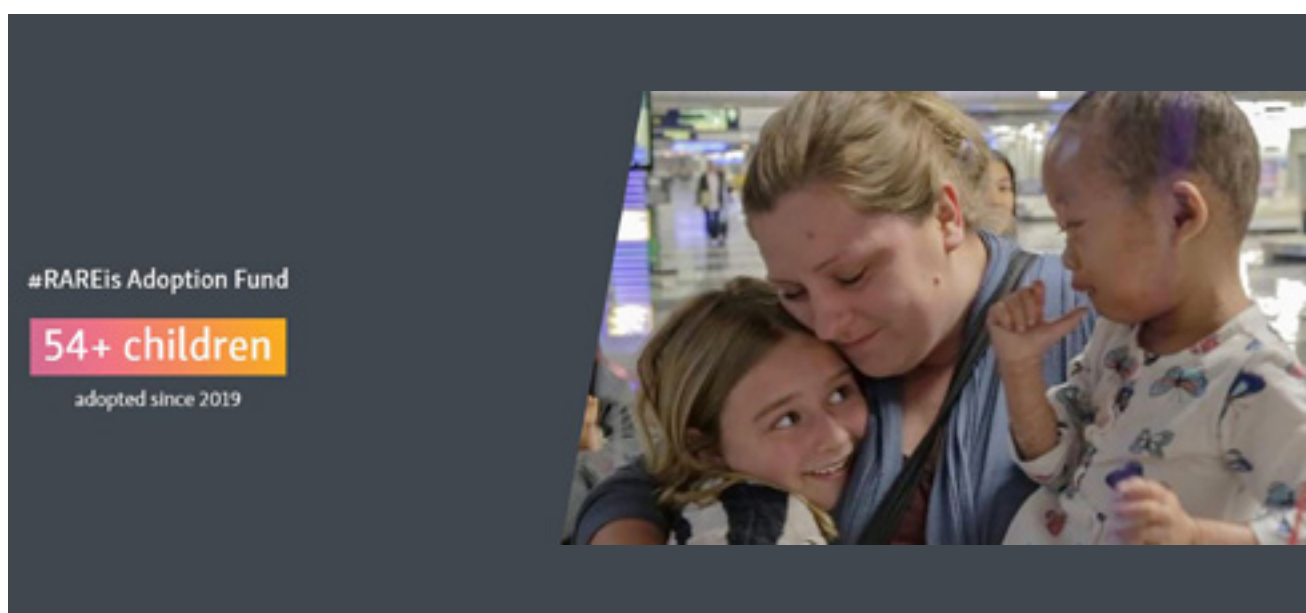
At Horizon, we want all children with rare diseases – including those waiting for their forever homes in orphanages – to not just survive, but to thrive. That is why Horizon partnered with Gift of Adoption (GOA) in 2019 to develop the #RAREis Adoption Fund, which will help more than 35 children with rare diseases join their new families, who will love and care for them (over three years). The RAREis Adoption Fund delivers financial support to families that need help covering the cost of adopting children with rare diseases. Horizon is expediting the transition out of domestic foster care and global orphanage systems for children with rare diseases and raising awareness about how challenging rare diseases can be to diagnose, manage and treat. This focus on children with rare diseases is uncommon, and demonstrates a holistic approach towards improving life outcomes for these children.

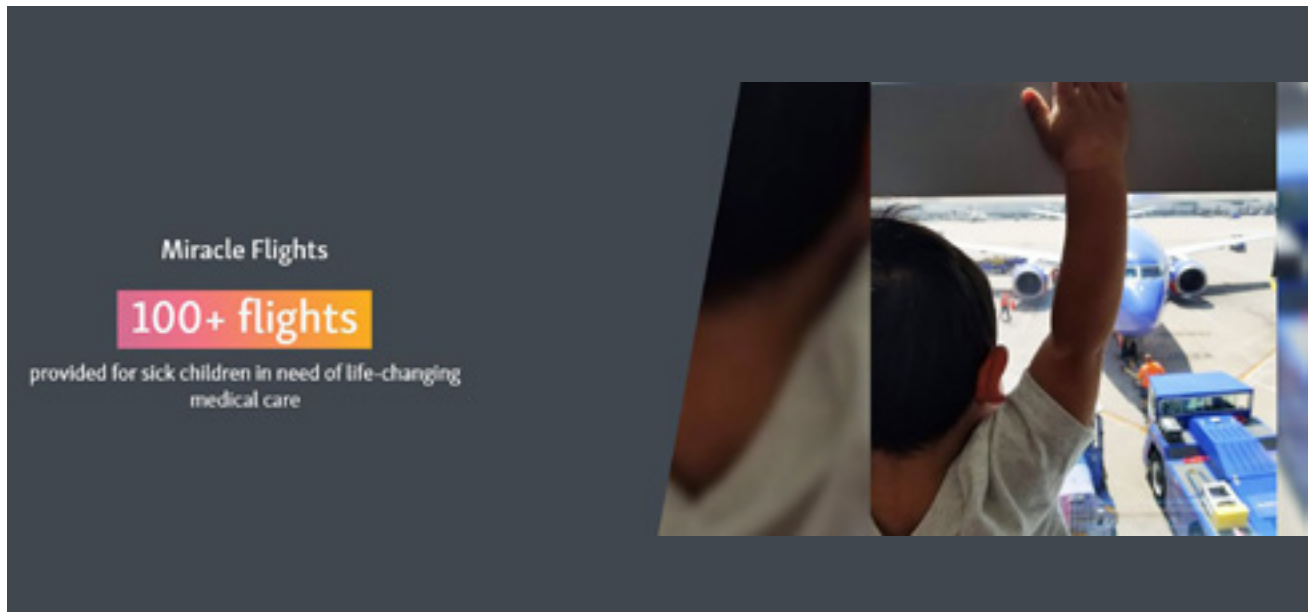
Many of us at Horizon know a patient, are a patient or have been deeply moved to action through a patient story. This deep appreciation fuels every decision we make and shapes who we are. From the medicines we develop to the communities we

support – for us, it's personal. Changing the odds in rare disease means delivering on our promise to bring meaningful therapies to patients, their families and the physicians who care for them. Horizon's impact, however, goes beyond its medicines. Showing up for children with rare diseases includes supporting families in extending their love and care, as well as increasing access to therapies.

COMMITMENT TO STAKEHOLDERS

At Horizon, we want all children with rare diseases – including those waiting for their forever homes in orphanages – to not just survive, but to thrive. That is why Horizon partnered with Gift of Adoption (GOA) in 2019 to develop the #RAREis Adoption Fund, which will help more than 35 children with rare diseases join their new families, who will love and care for them (over three years). There are over eight million orphans and vulnerable children in institutions globally, many of which are unable to be cared for because of financial constraints or poverty. A serious medical condition





further diminishes the already low odds of being adopted, and compounds their daily struggle to just survive. Although 25% of Americans consider adoption, only 1% complete the process. The high cost of adoption (avg. \$36,000) is cited as the primary barrier. Not being adopted into a loving home is tragic for many reasons: only 2% of children who age out of foster care will obtain a college education, 80% of the prison population is comprised of adults who were in the foster care system, and an estimated 1/3 of children that age out of foster care end up homeless. Within this population of vulnerable children, there are even more challenges for children with severe medical issues, like rare diseases. Partnering with GOA, specifically, allowed Horizon to ensure our support was having the greatest reach. GOA focuses on at-risk adoptions and adoptions for children with significant medical conditions. Approximately 35 percent of all adoptions completed through GOA are for children with medical needs and almost 45 percent of those are for children with rare diseases (2015-2017). GOA grants are awarded through a rigorous grant selection process that triages the greatest need. To be qualified for a grant, families must have an approved home study from an accredited and licensed agency and must

demonstrate financial need. GOA's grant selection committee evaluates a number of factors, including the qualifications of the applicant, the imminence of the adoption, the financial needs of the applicant, the perseverance shown to complete the adoption, and the circumstance of the child(ren) they are adopting. Continuous Improvement Initially, Horizon invested \$25,000 to seed the program. It quickly became clear that the need was far greater, so Horizon expanded its support to \$50,000 annually. Following an initial three-year commitment to the RAREis Adoption Fund of \$150,000, Horizon intends to maintain its support at \$50,000/year, allowing the Gift of Adoption team to maintain a placement pace that is aligned with their capacity. The RAREis Adoption Fund delivers financial support to families that need help covering the cost of adopting children with rare diseases. Horizon is expediting the transition out of domestic foster care and global orphanage systems for children with rare diseases and raising awareness about how challenging rare diseases can be to diagnose, manage and treat. This focus on children with rare diseases is uncommon, and demonstrates a holistic approach towards improving life outcomes for these children.

CSR BENEFIT

In addition to the lives that have been transformed directly so far, the #RAREis Adoption Fund has had residual effects on employees. Employees raised an additional \$5,000 in the weeks leading up to the official launch of the program, furthering the personal commitment to this community. All donations are eligible for company matching, doubling the impact of employees' personal giving. Seven Horizon employees have joined Gift of Adoption Fund chapter boards across the country, including in Boston, MA; Chicago, IL; Seattle, WA; and Washington, DC. Employees serving on boards leverage their shared network and collaborate on fundraising. Further, the families assisted by the fund receive more than just financial support. They are connected to patient advocacy organizations and Horizon's #RAREis™ community platform. Launched in 2017, #RAREis elevates the voices, faces and experiences of those living with or caring for someone with a rare disease. #RAREis is anchored by a community website, Instagram page and Facebook page that showcases photos, stories and resources for people touched by rare disease. Once a grant is awarded from the #RAREis Adoption Fund, the family is notified and asked to submit feedback which is shared on a quarterly basis with Horizon. Horizon is then able to help with specialist referrals, connections to Miracle Flights, etc., going above and beyond funding to ensure the child receives the medical treatment needed. Not only is Horizon bringing these children home, but they are able to watch them thrive in their new families.

SOCIAL BENEFIT

For us, success is measured by the numbers that matter most – the number of lives we touch, the number of lives we change and those we work tirelessly to help save. For the RAREis Adoption Fund, we count the number of smiles from children brought into their forever homes, the number of new memories created between siblings and the countless manifestations of sacrificial love from

parents. Children awaiting adoption, particularly those with significant health challenges, are aware that the odds aren't in their favor. Each case where a child is brought into their forever family is a life transformed; each family defying the odds. Children who join a loving, supporting home, are given access to the specialized care they need to live up to their full potential. In providing \$150,000 over three years, the #RAREis Adoption Fund will connect over 35 children living with rare disease to their families. The fund ambitiously sets out to address the many critical needs within a rare disease family – diagnosis, specialized care and complex treatment, and the intensified biopsychosocial needs that accompany caring for a child with a rare disease.

MEASURABLE IMPACT

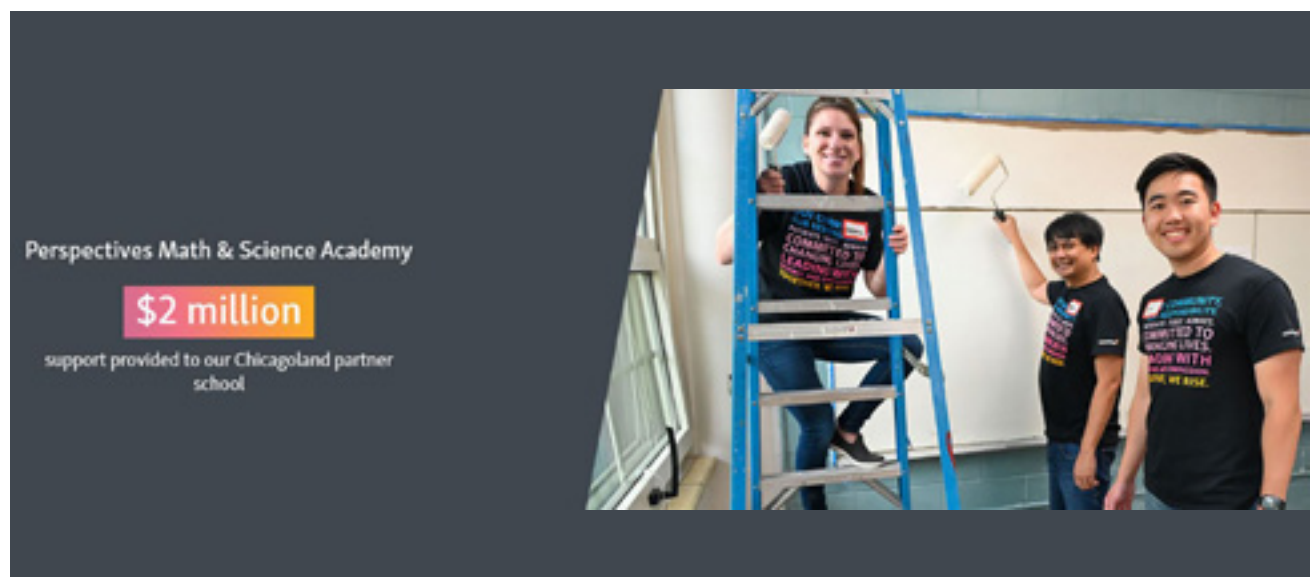
The children brought home to date are all receiving lifesaving treatment, including:

- Nora, adopted from China at the age of 3 with Ichthyosis, which is a rare skin condition that causes skin to grow rapidly, causing it to heal quickly, but also causes issues for skincare and nutrition. Nora's parents know how to treat her disease since their 7-year-old daughter has the same condition.
- Avery, adopted from the U.S. with SMA. Avery has received the brand new one dose treatment for this disease and her parents hope that she will live a long and healthy life.
- Kambale, adopted from Uganda with Brittle Bone disease. Kambale's parents have been sending funds to Uganda to care for him for six years and are now adopting him. They are intimately familiar with his condition and have already lined up the specialists for surgeries he needs to be able to walk on his own.
- Mia, with Spina Bifida and kidney disease, adopted at the age of 13 from China. Mia is now on the list for a new kidney, an option not available to her in China.

Promotion As many as 30 million people in the United States are living with a rare disease today, and 50% of rare diseases affect children. Horizon partners with rare disease patient advocacy organizations such as Global Genes and the National Organization for Rare Disorders (NORD) to help spread the word about all of Horizon's initiatives that are benefitting rare disease patients. The first family who received a grant from the #RAREis Adoption Fund was greeted upon their return from China at 6am on a Saturday morning at O'Hare airport in Chicago by a group of Horizon and Gift of Adoption employees. One Horizon employee said that it was the best experience of her life. Horizon followed this family, the Miller Family, to capture the emotion behind the tremendous impact this adoption fund had on their lives. The video highlights the excitement the family felt in anticipation of bringing Nora home from China, the moment Nora meets her sisters for the first time, and the family's celebration of all four of Nora's birthdays, including the ones she had before joining her forever home. This video captures why this adoption fund is so important:

Nora and the Millers' lives will be immeasurably changed for the better, and we are so proud to have played a supporting role in making it happen. The video can be viewed here: <https://www.youtube.com/watch?v=Htc79mEykhM>

Horizon also organized collaboration between GOA and Sing Me a Story, a nonprofit organization that utilizes the power of song to tell the stories of children in need, including those living with rare diseases. A song was written by Francis, a GOA grant recipient with WAGR Syndrome, and performed live at a Global Genes conference. The #RAREis Adoption Fund was also featured in national and local media articles in Good Morning America, BLOOM Blog, Chicago Ideas Blog, Global Genes RAREcast podcast, Lake Forest Leader and the Illinois State Journal Register. The fund exemplifies Horizon's unique commitment to the rare disease community, its leadership in corporate social responsibility and its employee commitment to support children with rare disease who need loving families.





Going to

incredible lengths

Horizon Therapeutics is proud to be recognized as a CSR World Leader.

Horizon is a global biotechnology company focused on the discovery, development and commercialization of medicines that address critical needs for people impacted by rare, autoimmune and severe inflammatory diseases. Our pipeline is purposeful: We apply scientific expertise and courage to bring clinically meaningful therapies to patients. We believe science and compassion must work together to transform lives.



horizontherapeutics.com

KING POWER INTERNATIONAL CO.LTD

KING POWER CORE

King Power believes that Thai people are as great as anyone in the world, and this has sparked the idea behind “King Power Thai Power”, a CSR project which aims to inspire Thais to go further and achieve international success in various aspects, from sports to music and community.

Over the past three years, there have been many projects under King Power Thai Power, reaching all the 77 provinces in Thailand in more than 3,000 communities. For sports, King Power has given away a million footballs through “Million Footballs, Million Power, for Thai Youth Dreams”, and there were also “100 Football Pitches for Thai Youth Power” and the “Fox Hunt” to find rising stars in football who will receive scholarships and training in Leicester City Football Club in the UK.

For music, King Power has ignited the passion of Thai musicians by supporting the “Thailand International Wind Symphony Competition” for the third consecutive year in order to allow Thai youth and music lovers to showcase their skills and achieve international success.

For community, to show the world that Thailand has many great assets, King Power has joined Thai communities to highlight their local legacies and unleash their creativity for the world to witness.

Additionally, King Power Group also partnered with the Ministry of Tourism and Sports to support Thai communities through “King Power Thai Power: Sukha Suk Jai” to offer universal design

toilets for communities in tourism areas. These toilets are designed for men, women and those with disabilities, and they are clean and safe for all.

These are some of the examples of how King Power has committed to bringing together the power of Thai people to go further and become even greater than ever.

THE POWER OF MUSIC TO SHOW THAI'S TRUE TALENTS

“What we lack in Thailand’s music industry is not talents, but opportunities to take our talents to reach their full potential.”

That was part of the speech by Dr. Narong Prangcharoen, Dean of the College of Music,



ประกาศรายชื่อผู้ที่ได้รับทุนการศึกษาจาก คิง เพาเวอร์ และ De Montfort University เพื่อศึกษาต่อระดับปริญญาโท จำนวน 7 คน

1. Fareeda Tanee	5. Pornapa Ongtrattanasenee
2. Jetarin Chokchaipermphol	6. Swiss Dechprechachai
3. Karnwajee Hirunnopcharoen	7. Yamonporn Saengnin
4. Patawee Puangchit	

www.kingpower.com KingPowerOfficial 1631

Mahidol University, and he was delighted when King Power, who also believes in the power of Thai people in music, joined the Thailand International Wind Symphony Competition (TIWSC), the ultimate music competition with a royal trophy from His Majesty King Maha Vajiralongkorn, which is now in its third year.

“There was a competition like this in Thailand, but due to budget limitations, it was put on hold for several years. King Power was committed to inspiring Thai musicians, and discussed with Mahidol University, who is ready to support music skills, to bring the competition back once again. There were some changes to the name and criteria to make this more than just a competition, but a big wave in our society.”

Another special highlight that has never happened before is the change in categories in the competition. There are now four categories: Class A is wind symphony, open division. Class B is wind symphony, student division. Class C is small wind ensemble, open division. Class D is small wind ensemble, student division.

“We have open division because we want to give

freedom to people to showcase their music skills, regardless of their gender, age, or nationality. As long as they love music, they can showcase their skills. This is the only competition in Thailand to be open like this.

“In the first year of the competition, I teased the winning team that they were even older than me. I was really impressed when they told me that they were not in the competition to win, but just to play music. To perform in the Prince Mahidol Hall was a once in a lifetime experience for them, and I think that’s the spirit of musicians. This is what Mahidol University and King Power want to see — for music lovers to come not just to compete but to enjoy music and create friendship. The atmosphere is very friendly, and it doesn’t matter who wins, as everyone is ready to congratulate each other. This is a competition where musicians not only achieve their dreams but also come together to form friendship through music.”

What makes this competition recognised by every party is its transparency and fairness. In each round, there are Thai and international judges, and in the final round, there are special judges who are famous and recognised in the music circle. Thai



musicians who make it to the final round also get a great opportunity to join a conducting workshop with world-class music gurus.

Dr. Narong also added that the competition does not end when the winner is announced, as each year there is only one winner. Those who do not win are also inspired to keep improving themselves. “Even if you win this year, next year you might not win again, because each band has to keep improving. Sometimes, it is hard to convince musicians that they have to keep improving, but being in a competition like this stimulates them to go further and know where they stand. If you lose this year, you can look at the winner and try to be even better than them, just like athletes who have to set a new record.”

The goal of the competition, according to Dr. Narong, is to elevate its status to an international level. “Within 3-5 years, this will be a competition that international musicians want to join. Over the years, there are about 10-15% of foreign participants. Thai youth or musicians do not have to spend over a million baht to enter a competition overseas. In the future, our competition will be globally recognised. This will help bring fame to Thailand and generate income for the country as well.”

Dr. Narong added that Thai people are talented and can compete internationally. They only need support from the government and big companies. “I believe that when Thais really put their mind to it,

they can succeed. King Power has opened up new opportunities, and I believe that we will see more and more Thais on an international level.”

MISTAKES ARE THE GREATEST TEACHERS

Prince Mahidol Hall was filled with a loud round of applause as soon as the winner of TIWSC was announced, and that sound still echoes in the mind of the 80 members of Suranaree Girls Wind Symphony, an all-girl band from Suranaree Witthaya School.

They were overjoyed by their success, which was a result of their hard work and dedication. The band from Nakhon Ratchasima achieved their dreams, thereby showing the world that girl power can be amazing.

Apivut Minalai, the conductor of the Suranaree Girls Wind Symphony, said that the band was formed in 1983, but changed from a marching band to a concert band in 2015 because the school wanted to take the students’ skills to the next level. The members of the band are students in Grade 7-12 who are passionate about music.

“When they practice, I never pressure them that they have to win, because winning doesn’t matter as long as you try your best. I think it’s good to send our students to competitions because they get to showcase their skills, otherwise it’s almost impossible for them to perform in a place like the



Prince Mahidol Hall. If they were to have their own concert, there's a lot of expenses and steps involved, and there's no guarantee that a lot of people will attend. Having a competition like this is a golden opportunity and makes them want to try their best."

On their victory, Apivut said it's a result of every team member's hard work and dedication. They had learned from their previous mistakes and experiences to improve themselves. "In the previous year, we won the Gold Class classification, which is for those who score more than 85, but we were not the winner. We took home the loss and used that as a fuel to keep practicing and getting better. Eventually, we made our dream come true and won in the toughest competition."

From the victory at the Thailand International Wind Symphony Competition 2019, the Suranaree Girls Wind Symphony went on to win many other prizes such as the Gold Medal Certificate.

"I always believe that Thai youth have a lot of potential but they do not get enough opportunities. King Power's support makes them see that they can make their dreams come true through music," said Apivut.

LOSSES ARE STEPPING STONES TO SUCCESS

Love for music does not fade with time, and "Big" Supat Hanpatanachai, a member of the Siam Saxophone Quartet (SSQ), always enjoys playing music in the band he established 12 years ago.

The SSQ has gained many experiences since its establishment in 2008. After just a year, it won in the Asian Symphonic Band Competition 2009, which paved the way for the band to perform in many countries like Slovenia, France, Japan, Croatia, Singapore and Canada.

The band members are now the third generation, but as a founding member, Supat has remained with

the band and is committed to elevating the status of Thai musicians to an international level.

"I've played music since I was little, and now I'm a music teacher. For me, a competition helps you realise your skills beyond winning. We've had many new band members, and now they are the third generation who have been with the band for three years now. Our band members must have a positive attitude towards music, and I believe that this mindset will lead to quality."

Thanks to his solid love for music and his constant practice, when he heard that there's a TIWSC, the SSQ was very excited.

"The first year we joined the competition, we didn't win, but in the recent year, the SSQ won the runner up prize in the Class C category in the open division. I also play with the Bangkok Saxophone Collective which was in the Class A category and won the second runner up prize. For 2020, we will try again. It doesn't matter if we win or lose — just getting to perform at the Prince Mahidol Hall, which is the most equipped music hall in Thailand and the only place designed for acoustic music, the ultimate destination for musicians, is a great opportunity. We will try our best because this is the biggest moment in music."

Supat, also known as Ajarn Big, also said that as a music teacher, he understands that musicians are under a lot of pressure when they are in a competition. It's not because they're afraid they will lose, but they want to do their best so they can see where their band stands. Whether they win or not is up to the judges.

"For me, I believe in the power of Thai people. We are great, and when we unite, great things are always possible, and success is within our reach. In music, over the years, Thailand's music has improved significantly, and the world is watching. Having support from big companies and having a big competition like this will help drive improvement even further," said the avid musician.

GLASSBLOWING: A LOCAL THAI CRAFT THAT BRINGS INCOME TO THE UNDERPRIVILEGED

An unexpected twist of fate turned Phop Thepasit into a disabled person at 25 years old. At first, he felt hopeless and thought life was over, but then he realised that there's much more to life when you stop thinking only about yourself. He got up once again to live his life and now he's a representative of the underprivileged to show the world that Thais are great at glassblowing.

"When I decided to give it another shot, I learned more than 30 different things, from making roses from dough to making inhalants, fancy candles, salted egg, banana fritters, gel lamps and bags. I didn't make a lot of money, but I discovered that things that are hard and time consuming do not have a lot of competitors. So, I learned glassblowing because I've always loved art and I have some background in traditional Thai art."

He admitted that glassblowing requires a lot of skills, patience and carefulness. Even with protective glasses and gloves, he must be very careful because the fire is as hot as 180 degrees Celsius in order to melt the glass.

"One time, I spilled a bit of melted glass on my leg. I count myself lucky that I'm partially paralysed, so I didn't feel anything, but I noticed the smell. If not, it would have been a big problem because the heat could really damage the skin. I feel that glassblowing requires a lot of skills. To me, glassblowing is like life — if you are too fast, the glass can break. You have to go slow so that it can bend and stretch. If the heat is too much, the glass cannot be shaped as you want it to."

Although there are not many competitors, the business has not been easy either. He did not know how to grow his business, and while the government's support in sharpening skills and offering tools did help, what he really needed was an opportunity to penetrate the market.

"At the time, the government supported Thai crafts to enter the Asean market, and King Power served as the driving force to get the products showcased internationally. At the time, there were many glassblowing businesses, but King Power saw that we were fitting because our price is reasonable and our products represent Thainess. We use gems and crystals to add value to our products, and we use Thai elements like the national Thai flag, tuk-tuks and elephants to make our products more interesting. We produce elephants in various poses, and we also dress them up, which makes our products different from others in the market."

With King Power's support, he said his business had grown significantly. In the past, he had to produce his products and wait for people to buy them, but now he knows for sure that they will be purchased. They are available at King Power Duty Free throughout the year, and they are bought by Thai and international customers. Having a definite market helps him and his friends in the Disabled Cooperative have a steady source of income and save money in ordering raw materials. For instance, instead of buying 10 kg of glass sticks, he can now buy 100 kg, which means a better price. King Power also helps improve packaging to meet the needs of international markets.

Phop is determined to come up with new products to make his offerings more interesting, from the Royal Barge to seasonal items such as cupid elephants for Valentine's Day. New items will be introduced every three months. "King Power believes in Thai people, including those with disabilities who are underprivileged. This is amazing because while we stand up for ourselves, we will need support and opportunities. We don't have to be recipients — we can be givers who can take care of our family and contribute to our society," said Phop, who is now the president of Thai Disability Product Service Cooperative.

KINGDOM HOUSING ASSOCIATION

KINGDOM PROVIDES MORE THAN A HOME

KINGDOM PROVIDES MORE THAN A HOME

Kingdom Housing Association, like many other organisations, has experienced an unprecedented few years due to the Covid-19 pandemic but this has only increased our dedication to our Corporate Social Responsibility. Our mission at Kingdom is to build strong, sustainable communities and to provide More than a Home.

We have found different ways to support and assist our communities including;

- The Kingdom Coronavirus Assistance Fund, to support tenants and customers experiencing financial difficulties as a result of COVID-19. We have supported 507 families to a value of £111,105 with each application averaging approx £220.
- Chief Executive Small Gift Fund - Staff from across the organisation have enjoyed sending small treats to our tenants over the last year. We sent out an amazing 489 gifts.
- Tenant Support Services - Over the last year our housing team has collectively engaged with 1106 customers, and secured over £659,000 of benefits for our customers since April 2021.
- Connecting Scotland Funding, where iPads and Chrome books have been secured, we have received 271 electronic devices that we have distributed to the most vulnerable members of our society.

Bill Banks, group chief executive with Kingdom, has been looking back over the last six months to review the organisation's response to the pandemic and identifying changes to the way services have been delivered and to how tenants have been supported.



CHARITIES AND COMMUNITY GROUPS WHO HAVE ACCESSED FUNDING DONATIONS THROUGH OUR CHARITABLE AND COMMUNITY INITIATIVES FUND.

We have donated over £55,000 to help support these groups. Delivering Community benefits through investment programmes, services and projects. Our community benefits strategy is to add social value, including what can be delivered as part of our development projects, to provide sustainable benefits in the longer term.

CONTRIBUTING TO CLIMATE CHANGE OBJECTIVES.

We have plans to plant 400 trees to help offset the carbon footprint of our transport fleet. Charging points for electric vehicles are being installed at Kingdom's offices.

The initiatives Kingdom facilitates and delivers demonstrates our Corporate Social Responsibilities and ultimately meet our objective to provide More than a Home.

Kingdom Housing Association, like many other organisations, has experienced an unprecedented few years due to the Covid-19 pandemic but this has only increased our dedication to our Corporate Social Responsibility (CSR).

Our mission at Kingdom is to build strong, sustainable communities and to provide More than a Home.

We work closely with local communities to support and facilitate the development of community benefit projects, with a focus on:

EMPLOYMENT & SKILLS

Environmental projects - Resident and community projects Education and schools initiatives

Public art - Financially, the current pandemic has been very challenging for many of our tenants, customers and communities.

Kingdom Housing Association's long track record of supporting local community groups and clubs has continued with the latest grant as part of its Community Benefits Programme.



We have found different ways to support and assist them including;

The Kingdom Coronavirus Assistance Fund, to support tenants and customers experiencing financial difficulties as a result of COVID-19

Chief Executive Small Gift Fund Tenant Support Services Connecting Scotland Funding, where iPads and Chrome books have been secured to distribute to vulnerable and eligible people in our communities

Charities and Community Groups who have accessed funding donations through our Charitable and Community Initiatives fund

Delivering Community benefits through investment programmes, services and projects.

CONTRIBUTING TO CLIMATE CHANGE OBJECTIVES

Coronavirus Assistance Fund In April 2020 and April 2021, Kingdom's Board of Management created a £100,000 Coronavirus Assistance Fund each year to assist tenants and customers experiencing financial difficulties as a result of Covid -19.

As the pandemic continued the Board of Management felt it was important to increase the funding each year. So far we have supported 507 families to a value of £111,105 with each application averaging approx £220.

The fund is available to people whose household income has been directly impacted as a result of the coronavirus pandemic. The fund is available to Kingdom Housing Association tenants, Kingdom Initiative tenants, sharing owners or individuals who are supported by Kingdom Support and Care.

Staff at Kingdom Housing Association have raised £1,300 for the Cottage Family Centre Christmas Toy Appeal, helping to make Christmas magical for local families.



Leigh Brown, service co-ordinator at Kingdom

All we needed people to do was demonstrate that their household income had been directly impacted by the coronavirus pandemic, provide details of any changes in their employment situation and provide an indication of what the grant will be used for.

CHIEF EXECUTIVE SMALL GIFT FUND AT KINGDOM,

We have an employee recognition scheme where staff nominate colleagues or other teams for actions and behaviours they have demonstrated that fit with our Values. As part of the scheme the staff can nominate a charitable donation and receive gift vouchers as prizes and this year they all agreed that the donations and vouchers should be used to buy the small gifts for our tenants.

Staff from across the organisation have enjoyed sending small treats to our tenants over the last year. We sent out an amazing 489 gifts and the feedback from our tenants has been very rewarding.

Here's a small selection of some of the comments:

"Almost in tears here. I just received a wonderful bunch of flowers. No one has ever sent me flowers in my entire life. I'm totally overjoyed. Been a long

time since I've had this extra smile."

"I had an amazing gift of an amazon voucher nominated by a Kingdom member of staff. As a nurse who has worked throughout this pandemic, this has made me smile so much today and I cant believe the kindness people show and have for others".

"Thank you for the afternoon tea delivery - what a lovely surprise, I really enjoyed it - a fantastic gesture".

TENANT SUPPORT SERVICES

The rising cost of living, combined with the impact of the pandemic on the mental and physical health of our most vulnerable service users, means that there continues to be a great demand for help across our services. This demand has been particularly prevalent in the area of energy advice, with more customers than ever before seeking crisis support due to an interruption to their energy supply.

We recognised that many of our tenants were even more vulnerable due to the restrictions and we immediately introduced a system of welfare calls and visits to people who we knew required support, or were socially isolated in their homes. Part of this was a staff initiative to visit tenants, to help with shopping and deliver small gifts to them to help brighten their day.

The tenants really appreciated the interest shown and the visits and contact has been maintained. Since the start of the pandemic we have enhanced all our advice, assistance, tenancy sustainment and energy advice services. Over the last year our housing team has collectively engaged with 1106 customers, recorded over 3000 case notes, and secured over £659,000 of benefits for our customers since April 2021.

It has also provided 786 non-financial outcomes in areas like welfare advice, form filling, and advocacy.

Kingdom employs a dedicated energy adviser who can support tenants with advice and assistance, this has been particularly important throughout the pandemic and more so now with increasing energy costs.

Various support initiatives have been introduced to support tenants and provide measures to address fuel poverty, including projects such as;

- Warmer Winter Packs
- Fuel Bank Vouchers
- Pressure Cooker Scheme
- Energy Hardship Fund.

A customer who received assistance from Kingdom said; "Myself and my family got Covid and unfortunately I've been left really weak, so this was such a nice surprise! I appreciate the support I'm able to get with budgeting and fuel top ups. Due to us all being at home, the gas/ electricity is through the roof! Many, many thanks again - I'm so happy to be part of a nice Association that recognises good community spirit".

The pandemic has financially impacted on many social rented tenants resulting in them building up significant rent arrears. Through funding available from the Scottish Government we have been able to secure almost £100,000 in funding support to pay tenants rent arrears, which helps reduce their debt and address their financial stress, it aids health and well-being and ensured their tenancy sustainment.

CONNECTING SCOTLAND FUNDING

We have received 271 electronic devices that we have distributed

to the most vulnerable members of our society. The provision of mobile devices through the Connecting Scotland Fund helps people access banking, shopping and other online services, as well as facilitating social interaction with friends and family.

One of the tenants who received a new Chromebook said, "I really don't think people realise what a difference this will make for us. It's just fantastic".

COMMUNITY INITIATIVES FUND

Kingdom's Community Initiatives Fund has been in operation since late 2017 and donated over £55,000 to help support community projects submitted by tenants, residents in the community, clubs, schools, voluntary groups and others who are promoting community projects.

Our tenants, residents and community projects could qualify as well as projects delivering training and employment schemes.

Education and school initiatives, public art initiatives and activities aimed at improving energy efficiency and the environment are all considered.

Kingdom Housing Association and Champion Homes have spread some extra festive cheer this year as they give back to the local communities surrounding their developments.



Kingdom is committed to building communities as well as affordable homes. The average donations are between £250 and £500, however they make a significant impact to the delivery of community projects and we are very pleased to be able to make these donations to help worthy causes.

The organisations receiving these donations are diverse and some examples of donations are;

SPORTS TEAMS, PURCHASING KITS AND EQUIPMENT

Community groups putting on christmas lights and firework displays

PUBLIC ART

Community Councils improving children's play area.

Buying books for local primary schools

Help support local families in crisis and aim to keep children in their homes and community and out of the care system during the Covid-19 pandemic.

Provide duvets/pillows/pots and pans which are new and are suitable for use for families who are in financial hardship

COMMUNITY BENEFITS

Delivering community benefits and sustainability are core objectives that contribute to Kingdoms Corporate Social Responsibility.

At Kingdom we have a large house building programme and we incorporate community benefits into the programme. The purpose of the community benefits strategy is to add social value, including what can be delivered as part of our development projects, to provide sustainable benefits in the longer term.

As part of the new housing supply strategy we prioritise the following community benefits;

Employment and Skills, such as; Creating apprenticeships to help increase levels of youth employment, Creating jobs for unemployed people, Providing work placements and training opportunities to unemployed people, to help them gain work experience to aid their job search, Providing work experience to students.

Supporting resident and community projects across a range of themes including;

Health and well-being initiatives, Capacity building and advice and assistance projects which assist residents and the local community to help address the challenges associated with such things as; welfare reform financial inclusion digital inclusion

Environmental projects, which contribute to sustainability objectives, particularly in the following areas; Housing quality and renewable technologies as part of the new build standards, Energy conservation and fuel poverty, promoting environmental awareness and energy efficiency with tenants, Environmental and amenity improvements.

Education initiatives, through developing business partnerships with schools and colleges which contribute to their curriculum and help to promote an integrated and inclusive society. Community arts projects which provide value to local communities such as; Local arts and crafts projects, Public artwork, as part of the redevelopment project, Photography, design and media projects.

COLLABORATIVE WORKING

Many of our CSR initiatives are delivered through collaborative working with others.

Recent examples include;

Working with contractors and developers to deliver

community benefits as part of our capital investment programme.

Joint working with a local primary school to develop and publish a Healthy Living handbook to improve health and well-being during the pandemic.

Consulting with local communities to develop public art projects including an art trail initiative as part of a regeneration project.

Partnerships with local employers to deliver employability projects such as phase 2 of our Naumann Initiative, where we provide support and a home to a homeless person and work with local companies who provide the jobs.

CLIMATE CHANGE

Kingdom continues to demonstrate our CSR commitment to tackling climate change. This is demonstrated through our new build specification and the investment in the improvements we undertake to our existing housing stock. We have plans to plant 400 trees to help offset the carbon footprint of our transport fleet. Charging points for electric vehicles are being installed at Kingdom's offices and proposals are being progressed for adding electric and hybrid vans to the fleet as part of a £50,000 commitment to investing in reducing our carbon footprint.

Landscape architects are asked to maximise tree planting and retention within the design specification and cycle storage is being provided for residents in common access flats.

RESOURCING

At Kingdom we resource delivery of our corporate social responsibilities through a range of methods including;

- Direct funding
- Securing grants

Contract Conditions and procurement practises

Collaborative working and joint funding

Managing and delivering added value services and projects in our communities

INVESTING IN THE WORKFORCE

The earlier examples demonstrate how we deliver on the above. At Kingdom our core customers are our social rented tenants and the initiatives above identify how we deliver benefits to both our core customers and the people living in the communities where we operate.

In respect of the added value services we provide to people in our communities, who are not tenants, this includes services such as;

Care and Repair; where we manage and provide an adaptations service to older and disabled people who are owner occupiers or private rented service tenants.

Small Repairs Service; where we provide small repairs to vulnerable older people.

Kingdom Works; our employability project, which builds the capacity of unemployed people, through providing training and securing employment with employers in the community. Kingdom embeds the delivery of community benefits across all our services and employs a range of dedicated staff members and teams to deliver sustainable tenancy services and added value projects.

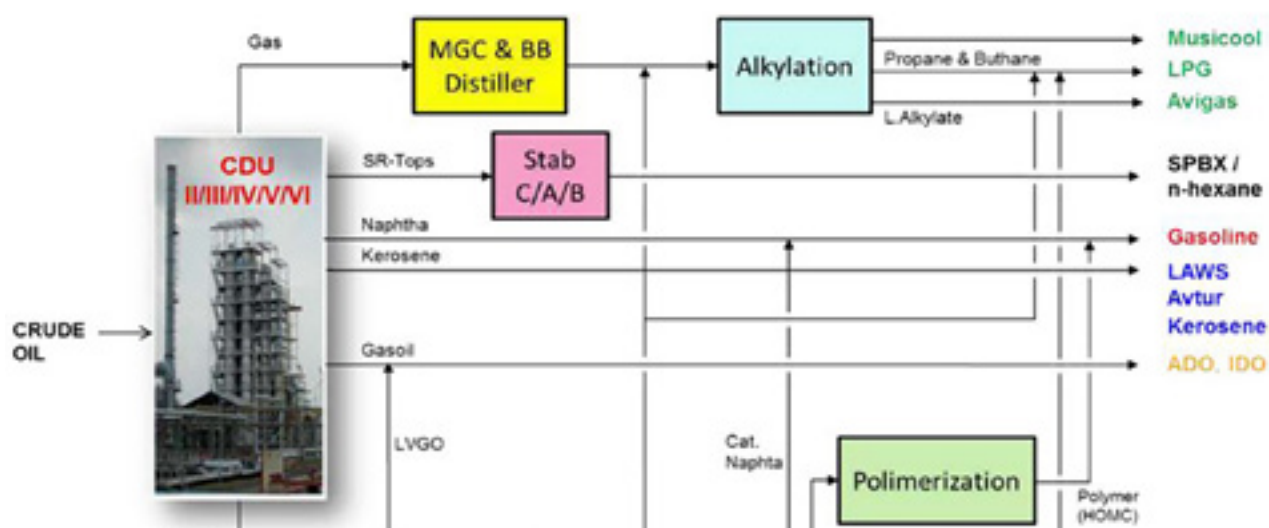
The initiatives Kingdom facilitates and delivers demonstrates our commitment to supporting our customers and communities, allowing us to deliver on our Corporate Social Responsibilities and ultimately meet our objective to provide More than a Home.

PERTAMINA REFINERY UNIT 111 PLAJU COMMUNITY COMMITMENT

“Fighting Climate Change Initiatives with Local Communities” is a regional program to increase the involvement of the community and other stakeholders to strengthen adaptation capacity to climate change impacts and reduce emissions, as well as to provide recognition for climate change adaptation and mitigation efforts. PT Kilang Pertamina Internasional Refinery Unit III Plaju (or Pertamina RU III Plaju) has fully committed as the Indonesia state-owned enterprises to bring the value in mitigating climate change that creates more impact socially for human beings, refocusing more broadly, this project involved both company and people in South Sumatera in a way to collaborate and partnership in creating this city clean, sustainable, and liveable in the aspect of nurture environment. The project is designed to provide a mutual benefit project on climate mitigation by Pertamina RU III Plaju to local people through collaboration. This program aims to bring several districts to transform the area to become more aware and adapt to climate change by creating several social innovations that focus on climate mitigation, for instance: a barrel water system that is integrated with fisheries, urban farming, recycling plastic waste into the creative and economical

product, organic compost or waste. disposal, and creating a green space.

This action has involved 15 districts, and more than 750 persons affected the social and environmental impact by contributing each stakeholder to be part of the program. Moreover, the program significantly increased the impact on climate mitigation by reducing emission around 33,600 ton CO₂ equivalent per year through providing food security and fulfilling the green area at the district level as urban farming. We produced the organic vegetables to implement mutual benefit for residents; this program brings recognition from the regional to the national level through an achievement from the mayor, ministry, and media coverage. The Ministry of Environment and Forestry of the Republic of Indonesia has recognized this program into best practice and sustainable solutions as a climate action through collaboration between the company and the local people. This program has designed the local people through self-leadership management that leads to the program in the future. Pertamina RU III Plaju wants to leverage the skill and the capability of local people as human capital in the city as the next emerging leader. Pertamina RU III Plaju





has dedicated the company to transforming people to be better, not only creating a CSR Program.

The initiative encourages community participation in climate mitigation efforts. PT Kilang Pertamina Internasional Refinery Unit III Plaju (or Pertamina RU III Plaju) is an Indonesian state-owned company that focuses on producing oil, gas, and petrochemical goods to meet national energy demand. Initiated in 2018, the program aims to avoid the detrimental effects of climate change on the environment of the company's nearby communities by implementing adaptation and mitigation measures. The initiative targets 15 communities around the company's Palembang, South Sumatera, Indonesia, location. Not only does the initiative include community people, but it also encourages more workers to participate in climate mitigation via volunteer programs. In addition, the local administration and academics were recruited to increase the initiatives' beneficial influence. The climate mitigation program has transformed holistically from the grassroots to the institution level through building human capital and nurturing the environment. This program has substance on how the local government could

deliver the policy administration to the district area with the solutions on protecting the earth together, for instances. The project implement two main strategies which are: Adaptation and Mitigation strategy. The adaptation strategy are focusing on mitigation and readiness for disaster relief by improving the local community by creating new crops for farmers and locals and installing eco-refrigerants for local stakeholders. And the mitigation strategy are recycling organic waste and non-organic in creating low carbon on farming by utilizing the organic soil, sustainable energy and developing vertical gardens. Pertamina RU III Plaju has a strong foundation in developing this program through following the methodological on Life Cycle Assessment and commitment from the whole officer, our strong value on sustainable solution and renewable energy has reduced carbon emission significantly. We have a huge goal in achieving net zero carbon, the company has a responsibility on Environmental, Social, and Governance through CSR Program which is beneficial for the local community in Palembang. On this note of the collaboration between company stakeholder and local community, This program has substance on

how the local government could deliver the policy administration to the district area with the solutions on protecting the earth together. The program is established by the local value that has been established for more than a decade with current innovations from the company. Since it began in 2018, the project has racked up a total cost of around 900 Millions of Indonesian Rupiah (approximately USD 60.000), which has been funded by the CSR fund allocation that the firm has set aside. This action leads to a huge impact by training human capital on current social innovation, mainly on protecting the environment. The climate mitigation program also utilized the pond, medicinal plants, and herbs as a core component in producing organic food and medicine, then transforming the habit of humans to become more eco-friendly. Furthermore, the program institutionalized the human behavior in qualitative, which means people are undoubtedly impacted socially and environmentally. Refocusing more broadly, the program has demonstrated on environmental, social, and economic impact, thus on the environmental impact the program has reduced carbon emission drastically 33,600 ton CO2 equivalent per year of based on the recycling organic and non-organic waste. The second one on social or community impact has developed 15 local heroes in the 15 villages that are actively involved in the project and encourage others to participate in creating sustainable solutions. Furthermore, on economic impact we saved 20% on energy saving in terms of electricity bills at the household level which means the community pays bills more cheaper than before the project. The initiative is beneficial to both the firm and the neighborhood that is immediately next to it. As far as the corporation is concerned, it has shown support for the net zero promise in the years to come to maintain contribution on Sustainable Development Goal 13 which is Climate Action. It results in an improved quality of life and

farming with development greenhouse for hydroponics



overall well-being for the community. The program is aiming on sustainable solutions by creating equilibrium between company and human being, the program itself is continuously expanding into different area in the city of Palembang and South Sumatera as well as this program is leading as best practices. Thus It is anticipated that the initiative will result in the climate change based industry initiatives maintaining its rapid expansion. As part of the long term benefit for local people, we have a huge goal in developing the hub or organization for local people that they could manage or as the front line to lead the project in the future. The new expansion of this program is creating the new hub and the system to invest human capital. Moreover, nurturing the local people in transforming local heroes. As the company we can see the future of the program in creating a hub and organization as the house for local people. At the company level, we are encouraged to create a next level of the CSR Program into optimum creating shared value program shifting. The program has a social impact holistically at the grassroot level from local people to the community level. Additionally, there is a possibility that the program may shift the focus of local community policies and choices, and some of the program's effects on policies can already be seen. The reduction of carbon emissions through the implementation of a collaborative program

between the company and the local community for the development of renewable projects and the procurement of renewable energy by corporations through the simplification of permitting and other administrative processes. To guarantee the initiative's long-term viability, we collaborated with technical staff, villagers, community leaders, and local governments to facilitate the exchange of technical information across all stakeholders. Critical to the success of the program are the key skills of each stakeholder. Leader of the community, helped as an expert partner on sustainable communities via their collectivism by guiding and persuading villagers on climate mitigation. This partnership assessed the program and people for increasing the output by

enhancing leadership management at the grassroots level, managing the quality of the climate mitigation program, and determining the number of potential beneficiaries. Pertamina RU III Plaju, an expert in the petroleum sector, provided technical competency benchmarks and best practices at the outset of this innovation's development. The project has received several awards at national and international levels: Become a winner in Leadership in Community Services and Corporate Social Responsibility in the 2022 *Communitas Awards* in USA, Appreciation from the Ministry of Environment and Forestry of the Republic of Indonesia to Supporters of the Climate Village Program in 2021, and Best practices as a sustainable village on the climate mitigation program at national level from 2018-2022.



POWER GRID CORPORATION OF INDIA

IMPROVING RURAL LIVELIHOODS

The basic intention is to bring forth one of our flagship projects “Improving Rural Livelihoods and Protecting Environment through farmer-centric Integrated Watershed Management” which focuses on alleviation of problems at grassroot level.

The project has been implemented in Kurnool, Andhra Pradesh and Kudgi, Karnataka and presently it is being implemented in one of the most backward districts of India, Kalahandi, Odisha with a sizeable tribal population. The project addresses multiple SDG's and focuses on sustainable and holistic development of tribal and economically backward section of society.

The overall goal to implement Integrated Watershed Management practices is to:

- i) Increase productivity and improve the livelihood and nutrition on a sustainable basis through scientific crop diversification using climate smart crop.
- ii) Disseminating knowledge of improved integrated water management practices for enhancing the impact through action oriented participatory, capacity building initiative using state of art learning.

Watershed development activities have been found to have significant impact on land and cropping pattern, groundwater recharge, and access to groundwater and hence, expansion in irrigated area. Also, environmental improvements in

water quality, habitat and physical changes have been noticed.

The project has shown considerable improvement in impact indicators i.e. Cropping Intensity, Cultivated Land Utilization Index, Cropping Diversification index and Irrigability Index. These factors prove that the strategy has generated significant impact on cropping pattern and diversification. Social IRR worked out to be 26%, which is higher than the long-term loan interest rate given by commercial banks, indicating the merit of investment in watershed initiatives.

Apart from the benefits the project has yielded, it has brought smiles on millions of faces.



ABOUT POWERGRID:

Power Grid Corporation of India Limited (POWERGRID), is a Public Sector Enterprise of Govt. of India which was incorporated on 23rd Oct 1989. POWERGRID is a listed Company, with 51.34% holding of Government of India and the balance is held by Institutional Investors and public. POWERGRID is responsible for coordination and development of Inter-State Electricity Transmission system of India.

The vision of the Company is to be “World class, Integrated, Global Transmission Company with Dominant Leadership in Emerging Power Markets Ensuring Reliability, Safety and Economy”. POWERGRID being one of the Largest Transmission Utility in the World is playing a strategic role in the development of Indian Power Sector and has proved its capabilities time and again to execute the large transmission projects on schedule.

POWERGRID owns and operates the inter-State transmission network of the country and transmission system availability is consistently maintained over 99%, at par with international utilities, by deploying best Operation and Maintenance practices.

BRIEF OF PROJECT:

From skilling farmers to providing livelihood means, company is playing a significant role in development of communities. With a mission to inspire and nurture, the company, has been giving a boost to development by undertaking projects in Healthcare, Education, Rural Development etc. The programme is being implemented by International Crops Research Institute for the Semi-Arid Tropics (ICRISAT).



With a three-pronged approach, POWERGRID has undertaken establishment of ‘Model Sites of Learning’ in Kudgi – Karnataka and Kurnool - Andhra Pradesh. The farmer-centric programme is a five-year plan. It began in 2013-14 with the objectives of harnessing the potential of rainfed areas by adopting integrated water source management approach; enhancing water availability for diversifying livelihoods and capacity building training for farmers.

In recent past, State of Odisha has witnessed changes in rainfall pattern. Also, unavailability of progressive agricultural practices results in low net returns per hectare from the cultivated lands. Crop productivity of major crops in the region is well below the national average. Therefore, the project is presently being implemented at Kalahandi – Odisha.

The specific objectives of the watershed project are to:

1. Establish “Model Sites of Learning” in Kalahandi district of Odisha to harness the potential of rainfed areas by adopting an integrated water resource management approach;

2. Demonstrate and popularize science-led integrated and efficient soil, water and climate smart crop management practices to enhance crop productivity and improve rural livelihood in the targeted villages;
3. Develop the capacity of farmers in the region to improve rural livelihood through farmer-friendly knowledge sharing and dissemination to enhance stakeholders' awareness about climate smart water efficient and nutritious cereals and vegetables for cultivating and its integration in regular diet.
4. Improve nutrition levels, especially of women and children, through the consumption of more millet and vegetables. Brief of Need Assessment: India with a population of 1.3 billion, faces the challenging task of almost doubling food production with limited land and water resource availability.

Nearly 55 % of the population in India is dependent on agriculture and allied sectors for their livelihoods; and agriculture contributes only around 14 % to the nation's GDP. Indian agriculture is essentially small farm holder agriculture with majority of farmers owning less than 1 ha of land; and 83 % of farmers

representing small farming households.

Even in the best possible scenario of irrigation development, about 40 % of the additional food grains supply needed to match the future rise in demand, will have to be generated from rainfed agriculture in India. In a country like India, with an average rainfall of 1,100 mm yr⁻¹, there exists a problem of physical water scarcity in rainfed areas which can be counted as prime areas in terms of low agricultural productivity (1 to 1.5 tons/ha), poverty, food insecurity, and malnutrition.

Further, rainfed agriculture is prone to severe land degradation and is vulnerable to adverse climate change impacts. Individual farmers made huge private investments for developing and using groundwater resources, significantly enhancing the irrigated areas. Innovations in pumping technology along with free or subsidized power supply has accelerated groundwater extraction, resulting in overexploitation and declining groundwater resources to unsustainable levels in many parts of the country.

Groundwater is a major source of water in rainfed systems (62 % of irrigated area) and this resource



With many beneficiaries, Kurnool is now on the road to becoming a thriving community

is unsustainably overexploited. Productivity level in irrigated areas has reached stagnation and there is only scope is to enhance resource use efficiency. Whereas rainfed ecosystem holds the hope to meet future food demand as their current productivity level is much lower than the achievable potential.

Nearly 26 million ha area in the country which located in most upland region of the landscape is left fallow largely due to water scarcity and land degradation. These areas can be converted into productive landscape by adopting a range of landscape-based resource conservation technologies along with promotion of field scale-based climate resilient agriculture technologies.

Under the landscape-based resource conservation approach, a range of biological and engineering measures may be implemented to enhance the retention ability of the landscape and at the same time field scale-based interventions such as nutrient management, improved crop cultivars, conservation agriculture practices along with suitable mechanization, fodder development enhances resource use efficiency and generates and strengthens various ecosystem services.

Considering the above, it was contemplated to develop sites of learning at community watersheds. These sites will be treated with various landscape-based technologies following hydrology (water balance approach) and hydraulic principles. In addition, large scale demonstration of climate resilient technologies (e.g., earthen field bunding, laser land levelling, use of zero-tillage multi crop planter, mulching, raised bed, direct seeded rice, converting agriculture waste into organic manure, use of organic/biofertilizers, preservation and promotion of traditional crop cultivars, improved



crop cultivars, soil test based balanced fertilizer application, agroforestry, fodder development, need based mechanization, integrated crop management, etc.) will be integrated with landscape interventions.

The process and impact of both landscape and field scale climate resilient technologies will be monitored with science-backed state-of-the art instrumentation. This helps generate data on biophysical (soil, topography, land use), hydrological (rainfall, runoff, baseflow, groundwater, soil moisture and ET) and socio-economic (crop yield, production, cropping intensification, income, nutrition, migration) parameters. The data generated at the field and landscape-levels will help develop different decision support systems and these sites will serve as 'sites of learning' that can be used for capacity building of various stakeholders for planning, designing, execution, monitoring and impact assessment of climate resilient interventions.

Moreover, the database developed in this process will help in guiding state-level water policy and understanding trade-offs between upstream and downstream ecosystem services for achieving long term sustainability. The new knowledge and database thus generated will be shared with the development agencies, state line departments for policy formulation and scaling up.

IMPLEMENTATION STRATEGY:

In order to achieve desired impacts of rainwater harvesting and sustainability of interventions, we adopt following strategies.

- Integrated and holistic livelihood approach to benefit large number of stakeholders including small & marginal farmers, landless and women. This strategy enhances participation from all sections of the community and ensures sustainability of the system.
- By adopting science-driven rainwater harvesting through low-cost structures we address the issue of equity to benefit small and poor farmers in uplands and midlands.
- Gender inclusive interventions: Through income generating interventions we ensure that women (who constitute 50% of population) do benefit through tangible economic benefits from the interventions. Involvement of women not only ensures impact on livelihoods but also on improved family nutrition and development of family.
- Our approach is an inclusive market-oriented development where in farmers produce what market demands and through value chain get larger share in the price paid by the consumers. We adopt public private people centric partnerships.
- Community participation is an important pillar of our interventions and through active participation of the farmers we ensure that what farmers need is provided and not what the development agencies want to supply.
- Adopted demand driven technologies rather than the supply driven (target based) approach which most of the development actors adopt.

BENEFICIARIES:

Implementing Agency i.e., ICRISAT had identified 10 villages at Jaipatna Block, Kalahandi District in

Odisha, where watershed management has been implemented in FY2020-21. Details of these villages, along with their demography is as following: S.

No.	Villages	Area (Hectare)	Population	No. of Farm Ponds
1.	Gandaguda	128	443	4
2.	Karanjiguda	188	834	2
3.	Patiguda	192	555	2
4.	Kuhuriguma	114	567	10
5.	Kapurmal	509	1966	1
6.	Mundraguda	69	349	0
7.	Kotiadi	299	553	3
8.	Pipalguda	542	1985	8
9.	Mukhiguda	-	500	9
10.	Ranibahl	404	1249	13
	Total	9001	52	

The watershed comprises an area of around 2500 ha and is home to more than 9000 people. Economic & Social Impact: The approach has an inbuilt economic incentive for farmers to participate while conserving natural resources on sustainable basis. The results are visible, measurable and resonate with the communities, parameters aligned with the government's vision.

The most important output of this initiative is integrated rainwater harvesting and its efficient use to increase impact on the wellbeing of rural families by empowering them to exercise more judicious use of the natural resources and harnessing maximum profit through increased crop productivity and incomes.

- Exemplar sites of learning for building system resilience;
- Improved green cover, carbon sequestration and controlled land degradation;
- Converted minimum 30% available waste/fallow land in to productive cultivation;
- Enhanced base flow availability for additional 2-4 months;
- Enhanced groundwater availability (minimum by 3-5-meter additional head);
- Ensured drinking water availability for human and livestock population throughout the year;
- Enhanced agricultural production and income minimum by 50%;



- Long-term data of various biophysical, hydrological and land use, crop production, income and social development for replication in similar ecology;
- Evaluation of complex hydrological components and ecosystem services;
- Enhanced capacity and awareness of farming community on best management practices.

ICRISAT has a long-standing experience with a unique position in the field of watershed management and has developed a watershed management approach for deep black soils with the components such as land preparation using the summer rains, use of broad-bed and furrow, dry seeding and grassed water ways to take out excess water from fields to alleviate waterlogging challenges.

Through its long-term experiments in the watersheds, it has demonstrated since 1976 that average productivity of rainfed agriculture in vertical areas with 800 mm rainfall can be as high as 5.2 tonnes per hectare as compared to 1.2 tonnes per hectare in the farmers management practices. The large yield gap (two to five folds) between the

farmers' crop yields and achievable potential need to be bridged through improved management practices (soil, water, nutrient and crop) along with cropping pattern and appropriate knowledge delivery systems to empower the farmers.

Comprehensive assessment made by ICRISAT-led consortium revealed watershed development is bringing about a revolution in rainfed areas with a mean benefit-cost (B/C) ratio of 2.0 with the benefits ranging from 0.82 to 7.30 and more than 99% of the projects were economically remunerative.

About 18 % of the watersheds generated a B/C ratio above 3, which is fairly modest.

Evidence regarding measurable impact/benefits and improvements have been elaborated and supported by measurable improvements.

FUTURE EXPANSION:

POWERGRID has already implemented 5-year long projects at 2 locations wherein financial implication to the tune of Rs. 180 million was incurred. Moreover, expenditure in ongoing project is nearly Rs. 36 million till date.

It clearly signifies the intention of taking-up similar projects in other locations of country. It is being contemplated to further scale up the project in 2 more districts with a total budgeted expenditure of nearly Rs. 200 million.

REPLICABILITY:

The project is replicable by conducting need assessment and suitably modification/ customization of project.

PTT EXPLORATION & PRODUCTION PLC

H.T.M.S. UNDERWATER LEARNING SITE

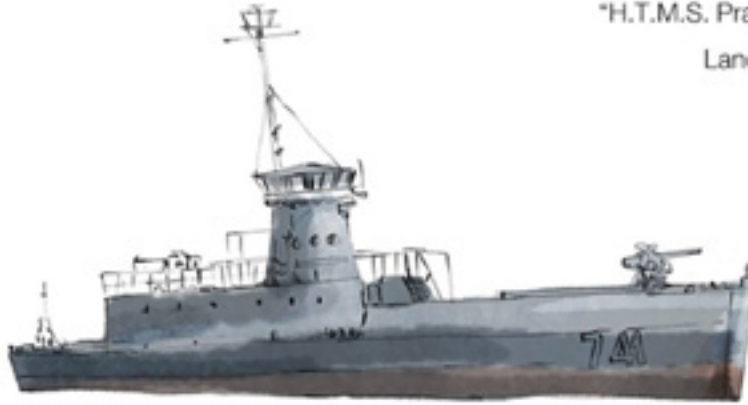
H.T.M.S. UNDERWATER LEARNING SITE:

New Home of Marine Life Climate change led to Ocean warming which consequentially caused coral bleaching and the inappropriate behavior of both skin diving and scuba diving also caused widespread of coral reefs damage. However, closing natural dive sites in order to allow coral reefs to recover naturally was not an easy option, as it would affect local communities' income and tourism industry in Thailand. PTT Exploration and Production Public Company Limited or PTTEP, has decided to initiate the H.T.M.S. Underwater Learning Site project with the goal to rehabilitate

marine ecology and biodiversity by reusing the WWII decommissioned battleships, namely H.T.M.S. Prab and H.T.M.S. Sattakut of which their histories are impressive for divers as wreck dive sites destinations. After engaging with stakeholders, the project has been implemented with 4 key objectives include

- 1) Create man-made diving sites,
- 2) Rehabilitate marine ecology & biodiversity
- 3) Rehabilitate natural coral reefs and
- 4) Generate revenue for local communities.





"H.T.M.S. Prab" and "H.T.M.S. Sattakut" are classified as Landing Craft Infantry (LCI) and 50 metres long. They were commissioned in 1947, played a part in landing operations, patrols and rescue operations for fishermen involved in accidents at sea, and served as teaching vessels for the Navy cadets going through navigation and weaponry courses until 2006.

The success of the project in 3 dimensions include environmental dimension by increasing marine living organism in the areas, economic dimension by boosting the local economy from tourism-related activities, social dimension by developing and enhancing skills, knowledge and motivations of the marine research. To date, the battleships had successfully changed their missions from defending the country's territory to protecting its natural coral reefs. They become new diving attractions resulted in saving the destruction of natural coral reefs and generate income about 1.8 million USD annually from tourism to local communities. Apart from the direct benefit to stakeholders, for PTTEP, the accomplishment of this project benefits to petroleum industry by creating positive public perception and understanding of man-made reef including the Rigs-to-Reefs approach. The project also helped increasing stakeholder engagement, building trust and gaining support from stakeholders and enhancing reputation as a good corporate citizen from public as well.

In 2010, Thai seas caused by the gradually rising of seawater temperature, reaching above 30.5 degrees Celsius. Coral reefs health is inherently tied to that of the marine ecosystem and the livelihood of humans depending on the sea for food and income from fishery and tourism. Closing off natural dive sites would affect the tourism industry and in turn cause local people to lose their jobs and income.

To respond the aforementioned crisis in the Gulf of Thailand, the man-made dive site concept was raised under the H.T.M.S. Underwater Learning Site project, one of PTTEP's CSR projects. At PTTEP, CSR project was initiated through 4 steps of strategic planning process.

1. Stakeholder Analysis: It found that - Climate change led to a warming ocean caused coral bleaching, - Divers' touching also caused damage to coral reef, - In order to help coral reefs to recover naturally, the natural diving sites were closed which affected the tourism industry.
2. Development of Strategic Projects: - After studying and engaging with stakeholders, 4 key objectives were defined:
 - 1) Create man-made diving sites,
 - 2) Rehabilitate marine ecology & biodiversity
 - 3) Rehabilitate natural coral reefs and
 - 4) Generate revenue for local communities. -
 And our key risks are
 - a. Lack of community support and
 - b. Lack of knowledge
3. Implementation & Monitoring: the project implementation can be described in 3 areas: Stakeholder Engagement, Preparation & Placement, Research Study
4. Constructive Evaluation PTTEP implemented the project with the aims to rehabilitate marine

ecology and to boost up the local economy by reusing the decommissioned battleships, namely H.T.M.S. Prab at Koh Ngam Noi in Chumphon province and H.T.M.S. Sattakut at Koh Tao in Surat Thani province, the world's famous scuba diving destinations, in the Gulf of Thailand, as a new home of marine life and biodiversity organisms.

To date, the battleships had successfully changed their missions from defending the country's territory to protecting its natural coral reefs. They become new diving attractions resulted in saving the destruction of natural coral reefs and generate income about 1.8 million USD annually from tourism to local communities.

STAKEHOLDERS ENGAGEMENT:

PTTEP's CSR project implementation creates positive relationships between the organization and its stakeholders, both external and internal. Realizing that creating a new home of marine life demands a huge investment, efforts, innovation and a collaboration with various stakeholders. To consider the most suitable structure for using them as a new underwater learning site, PTTEP has engaged several concerned parties including

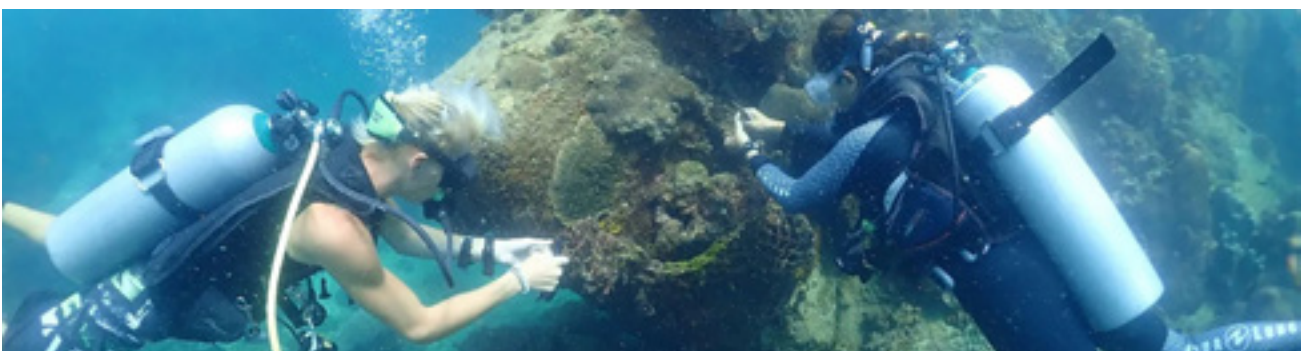
1. Royal Thai Navy - the battleships owner,
2. Department of Marine and Coastal Resources and Department of National Parks, Wildlife and Plants Conservation - the governmental agencies for marine ecology and biodiversity,

3. Chumphon and Surat Thani Province Administrations - the provincial authorities of the target placement locations,
4. Faculty of Fishery of Kasetsart University - the expert in marine research study, and
5. Local tourism entrepreneurs and communities - the direct beneficiary of the program.

Apart from external stakeholders, this project is involved with different business units including PTTEP Management and the Board of Director to consider and approve the work program and budget, Corporate Governance and Sustainable Development (CGSD) Committee to govern and monitor the progress and effectiveness, Social Responsibility Department to implement the project and PTTEP Diving Club to participate in employee volunteering activities.

PREPARATION AND INNOVATION:

Man-made dive sites can be built whether from train carriages, planes or tanks. In Thailand ships remain the most popular. The Royal Thai Navy in 2003 laid H.T.M.S. Kram and H.T.M.S. Kut on the seabed in Chonburi province but there is no scientific research study. PTTEP recognized the importance of knowledge, skill, resources and environmentally impact. The company therefore conduct a feasibility study and location survey during the project preparation, then, to customize the battleships to ensure the safety and environmentally friendly impact. For the placement process, the battleships



were delivered to the locations in 2011, the H.T.M.S. Prab to Koh Ngam Noi, Chumphon province and the H.T.M.S. Sattakut to Koh Tao, Surat Thani province. After the sinking, PTTEP continuously support the construction of mooring buoys and their maintenance to protect the damage to natural coral reefs these areas. The research study had been conducted in collaboration with the Faculty of Fishery, Kasetsart University. The study is divided into three areas;

- 1) **Environmental Impact:** To study the impacts on conditions of the seabed including seabed soil, water quality, plankton and local sea creatures
- 2) **Marine Ecology and Biodiversity:** To study the changes of marine ecology and biodiversity on the ships, the research team has also developed the tools to facilitate long-term studies of living organisms and monitor sessile organisms. The quadrat (square iron grids) was innovated and used for the long-term study by attached to the ship's gunwale, to monitor sessile organisms including sea sponges, black corals or sea whips.
- 3) **The Usage of the Wreck Dive Sites:** To study the reduction the impacts on natural coral reefs including keeping record of the number of tourists and tourism revenue. The first research study had been conducting as soon as the ships were lowered to the seabed in 2011 and closely monitored for 3 years while the second study had been conducted during 2017–2018, and the research studies showed founding fauna, marine fishes and no significant impact on the seabed. Realizing the values of long-term ecological studies. The next research will be conducted in 2022.

IMPACTS AND BENEFITS:

Since 2011, the program has generated tremendous outcomes. In terms of environmental impact, the study in 2018 showed the increasing small fishes'

number from 10 species to more than 60 that reflected the increasing of marine ecology and biodiversity, developing new undersea attractions and expanding onto the large coral reefs area. These man-made diving sites helped reducing number of touching coral reefs for 16 million times since 2014 with no significant impact on the conditions of the seabed in every area studied. The benefits of long-term studies are also important for providing key insights in ecology, environmental change, natural resource management and biodiversity conservation. For economic, the battleships turned into popular diving sites among divers from around the world. From the research studied, 100% of the local diving entrepreneurs have been participated in the program and 98% of tourist are satisfied with the outcome generating from these man-made attractions. The increasing divers' numbers each year helped boosting community's economy from new diving activities, restaurant, accommodation and local tourisms. The study in 2018 showed the growing up number of tourists and divers at 37.7% at Koh Ngam Noi, Chumphon province and 18.8% at Koh Tao, Surat Thani province. These helped generating income to local communities, approximately 12.5 million USD or 1.8 million USD annually. For human capital development, the initiative generated benefit through funding for research studies, tools for developing and enhancing skills, knowledge and motivations of the research team consisting of Thai's professors and students from Kasetsart University, worldwide diving instructors, entrepreneurs, and tourisms experts. With their profession, these knowledgeable, skilled and resourceful individuals will spread their knowledge to others, adopting the same procedure to other new areas and generating more innovations to sustain the natural resources in the future. For PTTEP and public, the project helped sustaining social license to operate as a prudent E&P operator in Thailand, directly involved with marine resources. It also generated positive media exposure through activities with PR value of over 1.74 million USD, raising public awareness on marine ecology conservation and contribution to the company's reputation. The achievement of this

project benefits to petroleum industry by creating public perception and understanding of man-made reef which could be related to Rigs-to-Reefs, the practice of converting decommissioned offshore oil and petroleum rigs into artificial reefs.

EVALUATION METHOD:

Apart from environmental impact, marine ecology and biodiversity research study by Kasetsart University, Social Return on Investment (SROI) was conducted to evaluate the social result. With the project investment in 1.14 million USD, its result shows the satisfied outcome as 5.34:1 which means for every 1 USD invested in the program, created 5.34 USD in societal value or more than 5 times of investment.

WAY FORWARD:

These battleships will be in service for more than 50 years to help raising environmental awareness and encouraging humans to respect and protect the natural resources from the damage caused by human activities. The study on marine ecology and biodiversity will be continuously conducted from time to time to ensure the sustainability in marine ecology. PTTEP will continue supporting the construction of buoys and its maintenance, placing

around the diving sites, to protect the damage to natural coral reef from tourist boat anchoring and the underwater clean-up activities will be organized annually to raise awareness of marine conservation. The project is a part of inspiration of the company initiatives on Ocean for Life campaign to conserve and rehabilitate marine resources and marine ecosystem in a sustainable manner. The campaign aims to achieve the 3 goals that are

- 1) clean and friendly operation,
- 2) ocean health and biodiversity monitoring, and
- 3) ramp up CSR around the ocean. It believes that projects implemented under the Ocean for Life will not only restore the balance of marine ecosystem but also generate income and promote decent quality of life for coastal communities in 17 coastal provinces along the Gulf of Thailand. Aside, the projects support the United Nations Sustainable Development Goals (SDGs): Goal #14 - Life below water. Eventually, they will further improve Thailand's and global Ocean Health Index. On our business journey, aside from petroleum exploration in support of the country's development and uninterrupted consumption, PTTEP's another emphasis has always involved the harnessing of partnership in creating shared value and growth for society, community and the environment.

PTTEP Commits to Net Zero Greenhouse Gas Emissions by 2050

PTT Exploration and Production Public Company Limited (PTTEP) operates with consideration to create the right balance of business, social and environmental aspects. We take part in solving global warming issues and therefore set forth to achieve Net Zero Greenhouse Gas (GHG) Emissions by 2050 through our "EP Net Zero 2050" concept.

Exploring for Lower Carbon E&P Portfolio

Our exploration and production portfolio is managed to transform PTTEP into a lower-carbon organization. New projects with an emphasis on natural gas and greenhouse gas intensity are factored into the investment decision-making process.

EP

Production and Planet in Balance

We pursue the development of technology to reduce GHG emissions, energy and production efficiency improvement, application of renewable energy in operations, as well as emissions offsetting through the planting of trees in forests and mangroves to increase the natural carbon sink.

NET ZERO 2050



Scan to watch
EP Net Zero 2050 VDO



SAVIENT Ltd

Due to the nature of their business, the company primarily operates through remote work or client sites. They expanded from 6 to 20 employees within a short period and recognized the importance of employee engagement and a positive culture. To facilitate this, they rented office space in Hub8, a centrally located and energy-efficient building that promotes collaboration and growth within the cyber tech community. The company encourages employees to utilize Hub8's facilities and environmental initiatives, such as a cycle-to-work scheme and battery recycling. They also partnered with the Children's Air Ambulance for secure disposal and reuse of outdated IT equipment, reducing their carbon footprint and supporting charity. On their 5th work anniversary, they made a donation to the Woodland Trust, aligning with their commitment to creating, protecting, and restoring UK woodland. Despite the challenges of lockdown, they organized virtual social events and even had a special guest appearance from Daisy the goat, with proceeds supporting renewable technologies at Cronkshaw Fold Farm.

In early 2020, the company had 6 employees, but by the end of the year, they grew to 20—a remarkable achievement. Despite the rapid growth, they prioritized employee engagement and decided to provide office space at Hub8 in Cheltenham. This location offers a central spot, close to amenities, and is a hub for the regional cyber tech community,



fostering growth and collaboration. Sharing office space was financially beneficial since most employees work remotely or on client sites.

Hub8 is an energy-efficient building with features like HVAC and LED lighting to conserve energy. They use eco-friendly cleaning products, recycling bins, and disposable sanitary bins to reduce environmental impact. The company practices digital document management, uses locally sourced merchandise, and supports charitable initiatives such as Trussell Trust food banks and the Bumblebee Conservation Trust. They also plan to introduce plants in the office space to improve well-being and creativity.

Overall, the company's focus on employee engagement, sustainability, and community support contributes to a positive work culture and environmental consciousness.

We promote sustainable commuting through our cycle to work scheme and the use of bike stores at Hub8. Additionally, we've implemented a salary sacrifice electric vehicle scheme, and our first employee has ordered an electric car. Remote working has always been a part of our business practices, reducing commuting and office space needs. Our hackathon events have transitioned to virtual platforms, fostering collaboration and innovation. We prioritize employee well-being and staying active, as demonstrated by our CSR events supporting local food banks and the Bumblebee Conservation Trust. The positive feedback from our Managing Director and the team encourages us to continue these initiatives.

We prioritize environmental responsibility by implementing various initiatives. We have a battery recycling box and utilize recycling stamps to raise funds for Breast Cancer Research. Through our partnership with the Children's Air Ambulance, we securely dispose of outdated IT equipment while generating funds for charity. Our 5th work anniversary was marked by a donation to the Woodland Trust, supporting their woodland conservation efforts. We engage with local suppliers, such as M&M Marketing and Merchandise, to reduce marketing expenditure and support the local economy. Our finance support comes from

Pillow May Accountancy, which contributes to charitable initiatives. We minimize our environmental impact by relying on software as a service providers, including Amazon Web Services (AWS), Atlassian, and Microsoft, who prioritize sustainability. We also strive to deliver efficient solutions for our customers. Our IT equipment includes laptops with power-saving functionality, and we work with Lenovo, a company committed to social responsibility.

We have implemented a battery recycling box and recycling stamps to support Breast Cancer Research. Through our partnership with the



**VOLUNTEERS'
WEEK 2023**

Here at Savient we support:

- STEM outreach events
- Fundraising for local charities
- Helping out local causes
- Recycle, reduce and reuse
- Maintaining our CSR accreditation

SAVIENT 

Children's Air Ambulance, we dispose of outdated IT equipment in an environmentally friendly manner while generating funds for charity. Our collaboration with M&M Marketing and Merchandise allows us to support local suppliers and reduce marketing expenditure by purchasing eco-friendly merchandise. We promote physical and mental health by encouraging activity in the workplace and support the Bumblebee Conservation Trust by distributing wildflower seeds to our team members. We also express our appreciation for the NHS and care workers and provide support to the Fire Fighters Charity by donating recycled textiles to their clothes bank. Additionally, we plan to implement a crisp packet recycling scheme in collaboration with the Air Ambulance Kent, Surrey, and Sussex. We actively promote these initiatives within Hub8 and on social media to raise awareness and inspire others to implement similar schemes in their workplaces.

We prioritize training and development to maintain excellence in our industry. Our comprehensive training policy includes an induction program for all staff and a progressive scheme for skill development. We provide onboarding support, including 121 meetings with directors and training on health and safety procedures. Home working is standard, with assessments conducted to ensure ergonomic setups. Our intranet houses company policies, including diversity and inclusion.

Training remains a priority through monthly meetings, annual appraisals, and personal development planning. The Savient Academy, established in 2020, offers dedicated learning time for new hires. We focus on employee engagement with bi-weekly newsletters, social activities, and recognition programs like handwritten thank-you postcards. Our employee benefits include share schemes, salary sacrifice options, and up to a 5% performance bonus.

We value employee wellbeing, offering mental health awareness resources, an employee assistance program, and physical wellness initiatives. We actively participate in CSR events, hackathons, and

industry panels. We collaborate with educational institutions for apprenticeships, careers activities, and university awards. Our CSR efforts are promoted internally and externally.

We embrace a collaborative cyber tech community and have received recognition as a leading company. Our CSR initiatives include sponsoring sensory boxes, fundraising for children's hospitals, and supporting campaigns for children's education. We engage our team through their interests, such as eSports tournaments benefiting local charities.

In just one year, from January to December 2020, our team grew from 6 employees to 20, marking remarkable growth. We understood the importance of employee engagement and fostering a positive culture. We actively listen to our employees and allocate time for social events, community engagement, CSR activities, networking opportunities, hackathons, and monthly tech talk sessions. These sessions promote knowledge sharing and team development.

In April 2020, we hired an Innovation Director and organized our first virtual hackathon. We plan to host a face-to-face hackathon in September, with a focus on interactive and engaging activities to inspire STEM careers. We have expanded our networking within the Cheltenham Cyber community and participate in industry expert panels and business networking.

Collaborating with Gloucestershire College, we supported their students through activities like 'Ask Me Anything' videos and exploring marketing and business administration apprenticeships. We also partner with Worcestershire Local Enterprise Partnership, engaging in careers activities and supporting mock interviews and coding workshops for local schools.

Our achievements include being finalists in various awards, such as the West Midlands PA Awards and Gloucestershire Business Awards. We were recognized as one of the top Gloucestershire cyber

companies to watch. We actively participate in CSR initiatives, including sponsoring sensory boxes and fundraising for charities like No Child Left Behind and CPP.

Our team enjoys PC gaming, and we participated in an eSports tournament, raising funds for laptops for children through No Child Left Behind. We also support the CPP charity and organized a Savient family day, with a raffle benefiting Bristol Children's Hospital. Throughout the year, we plan various events, including a virtual baking lesson and supporting Macmillan's coffee morning.

We partner with Pillow May Accountancy, who contribute to Buy1Give1 international initiatives for every completed set of accounts. We have unpaid leave policies and are considering volunteering days. Our CSR plans for 2022 and beyond will be shaped based on employee feedback in our annual satisfaction survey.

We understood the importance of employee engagement and fostering a positive culture. As a relatively new company, we have actively engaged in CSR initiatives over the past 12 months, with the support of our directors and employees.

We prioritize listening to our employees and have dedicated time for social and community engagement, CSR events, networking opportunities, hackathons, and tech talk sessions. We are involved in various initiatives, such as STEM career events, the CyNam community, Cyber First, Gloucestershire College, University of Worcester, and Worcestershire Local Enterprise Partnership.

Our People and Operations Manager was recognized as a finalist in the West Midlands PA Awards for CSR and diversity. We also contribute knowledge and assistance to other professionals through workshops and panel interviews.

As our team continues to grow, we are exploring ways to provide financial support for our CSR strategy, such as allocating a percentage of sales to a charity fund or matching employee-raised funds. We value the impact of volunteering and have engaged in community gardens, animal rescue centers, and homeless shelters.

We plan to hold a CSR event during Christmas, pending the lifting of restrictions, and will use feedback from our annual employee satisfaction survey to shape our CSR strategy for 2022 and beyond. We will continue to provide time, knowledge, and financial support to causes that resonate with our employees.





Technology that works the way your business thinks

Here at Savient we are as proud of our CSR achievements as we are of our innovative software technology services.

Driven by a passion for excellence and innovation, we can help solve your problems, unlock the value in your data and transform your business.



Software consultancy



Software development



Software partnerships

Harness software technology for
a better business environment

SAVIENT 



STONE TECHNOLOGIES

We prioritize employee engagement and a positive culture, actively participating in CSR initiatives with the support of our directors and employees. We listen to our employees and allocate time for social and community engagement, including CSR events, networking, hackathons, and tech talk sessions. We are involved in various initiatives, such as STEM career events, the CyNam community, Cyber First, and partnerships with Gloucestershire College, University of Worcester, and Worcestershire Local Enterprise.

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As our team grows, we are exploring financial support options for our CSR strategy, such as donating a percentage of sales or matching employee-raised funds. We value volunteering and have participated in community gardens, animal rescue centers, and homeless shelters.



Pending restrictions, we plan to host a CSR event during Christmas and gather feedback from our annual employee satisfaction survey to shape our CSR strategy for 2022 and beyond. Our commitment remains providing time, knowledge, and financial support to causes important to our employees.

We actively monitor energy usage as part of ISO 14001 and comply with the Streamlined Energy & Carbon Reporting (SECR) requirements. Our goal is to reduce the intensity measure of tCO₂e per £1m of revenue year-on-year and achieve a net zero operating model.

Initiatives we have implemented include producing SECR disclosure reports, installing LED lights, assessing the viability of solar panels on our headquarters' roof, reviewing green energy providers, implementing automatic IT shutdown, transitioning from desktops to laptops, and using soft client phone systems to save electricity.

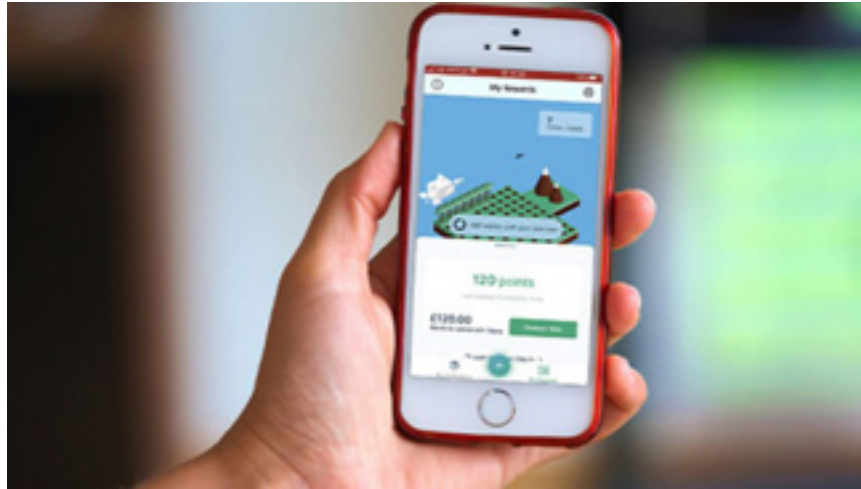
We regularly update our staff on performance and targets through our Team Brief communication. As part of our commitment to knowledge sharing, we participate in webinars, forums, and conferences to share our procedures and expertise.

Our SECR disclosure includes an annual sustainability report, compliance with regulations, and data on significant emissions from our Stafford facility. We monitor scope 1 emissions from natural gas consumption and transportation, as well as scope 2 emissions from purchased electricity generation using recognized standards.

At Stone, we use a minimal amount of water primarily for light domestic purposes. We are committed to efficient water usage and have implemented measures such as using sensor or automatic shut-off taps when replacing existing

ones. The water consumption from drinks vending machines has decreased as more employees work from home.

As part of our commitment to sustainable consumption and production patterns (SDG 12), we have set internal goals and measures to track our progress. While water consumption is not a major concern for us, we have identified packaging as an area for improvement.



To reduce packaging waste, we have implemented several initiatives. We are trialing new and innovative packaging techniques and materials for our own brand products to eliminate single-use plastic packaging. Additionally, we are replacing bleached packing boxes with unbleached ones and plastic packaging tape with reinforced paper tape

At Stone, we have a travel policy that limits expense reimbursement to employees with a defined business need. We prioritize efficient and eco-friendly practices for our vehicles, including selecting vehicles with lower carbon dioxide emissions. We use fleet routing software to optimize journeys and coordinate goods deliveries and recycling collections. Remote work during the pandemic reduced travel to the office, and we encourage remote meetings. We support sustainable commuting with bicycle racks, showers, and a possible 'cycle to work' scheme.

At Stone, we have a sustainable supply chain policy aligned with our goal of sustainable growth. We invest in sustainability in our partnerships, processes, and people. We prioritize comprehensive training for our team on various topics, including sustainability, ethics, and compliance. We focus on the total cost of ownership and quality materials in our supply chain, emphasizing longevity and reducing environmental impact. We actively seek partnerships with large enterprises to exchange best

practices. We have robust onboarding processes for suppliers, ensuring compliance with anti-bribery and modern slavery legislation and adherence to ethical practices. We engage in active monitoring and participate in workshops to make informed procurement decisions. We continuously improve our processes and address critical issues through root cause analysis. We engage with T1 partners such as HP and participate in sustainability assessments. We encourage customer participation in trade events to promote collaborative sustainable business activities. We monitor supply chain performance, review compliance, and encourage suppliers to reduce their carbon footprint. Our supply chain management follows ISO:9001 quality management standards, and we work with strategic partners to monitor and improve environmental and sustainability practices.

At Stone, we prioritize closed loop solutions for packaging waste management. We offer a free service to remove and dispose of waste packaging, including pallets, as required by our customers. Our approach includes:

- Optimizing deliveries for minimal CO2 footprint
- Using 100% recycled cardboard for packaging
- Minimizing non-cardboard materials
- Providing bulk packaging options
- Offering free collection service

- Managing aggregated deliveries
- Collecting legacy IT equipment
- Valpak zero to landfill accreditation

We ensure that recovered packaging is reused whenever possible and recycle materials when reuse is not feasible. Our goal is to minimize waste and environmental impact throughout the supply chain.

Packaging Bubble wrap has been removed as external packaging for Stone brand equipment and is being replaced with a paper based protective packaging product that is both 100% recycled and 100% recyclable. Antistatic bubble wrap has been replaced with a 25% recycled content expanding foam in a bag, providing both environmental and product protection benefits. Processes have been implemented to pack bulk orders using cardboard inserts instead of bubble wrap. Advances have been made in packaging processes to minimise both the space required on delivery vehicles and the number of journeys required. Customers are encouraged to use bulk palletised deliveries to minimise the amount of packaging required to protect products in transit. Printing Print management software has been implemented throughout Stone's head office to reduce the quantity of printing undertaken and technologies such as Docusign have been adopted to reduce the need to print documents, wherever possible. Docusign is now used for a number both internal and customer facing processes.

Stone introduced the Stone 360 app in October 2020, providing a convenient and free IT recycling service. Through the app, organizations can easily book and manage collections of their old or broken IT equipment. Stone Group takes the collected hardware to its dedicated recycling facility in Staffordshire, where skilled engineers securely

wipe data, refurbish reusable items, and recycle non-functional ones. The entire process ensures zero waste goes to landfill. As a reward for responsible IT asset recycling, customers receive benefits such as cash rebates, professional device refurbishments, and complete traceability and reporting. When using the app, customers can accumulate points that can be redeemed for cash or boosted by 20% to purchase new or refurbished tech from Stone. Through the 360 Boost feature, customers can lower their carbon footprint by contributing to tree planting in partnership with the National Forest. The app empowers organizations to protect the environment, take control of their sustainability efforts, and track their impact through a virtual woodland.

Stone holds the highest licensing standard as an Approved Authorised Treatment Facility (AATF) for treating waste electrical and electronic equipment (WEEE). The company is committed to maintaining this status and its zero to landfill accreditation. Operations managers have completed the Waste Management Industry Training Board (WAMITAB) Diploma Level 4.

Stone provides an ITAD service for unwanted IT equipment, offering take back and data cleansing. Collections and deliveries are coordinated to



minimize empty journeys, and unwanted equipment is refurbished and resold through Stone Refurb, Amazon, or Wowcher.

Stone operates in a circular economy, selling new IT equipment and collecting it for refurbishment or recycling after its initial use. This reduces landfill waste and allows organizations to access affordable IT equipment. Stone achieved Zero to Landfill certification in 2020 and segregates waste for recycling, including food waste processed through anaerobic digestion.

Packaging practices have been improved, reusing bulk packaging and transitioning to 100% recyclable boxes with paper packaging alternatives.

Stone has made several packaging improvements, including switching from plastic tape to paper-based tape and removing plastic handles. Efforts are underway to find alternatives to plastic/foam protective bags for Stone PCs and transition to one-piece card boxes for Stone notebooks, eliminating internal plastic/foam protection.

Stone is actively engaging with branded component suppliers to challenge existing practices and has shifted to bulk plastic trays with plans to return them for reuse. The company is continuously exploring new recycled and recyclable materials and ideas as they become available. While the zero to landfill commitment has presented challenges, Stone has successfully addressed them, such as finding non-landfill routes for disposing of accumulated expanded polystyrene packaging.

The transition to remote work during the pandemic has resulted in a significant reduction in paper usage. HR processes have been optimized, with paper files scanned, payroll duplication eliminated, and HR forms digitized. Confidential wastepaper is collected by Topwood, ensuring 100% shredding and recycling into useful paper products.

Our company is a great place to work because we have a fast-paced, forward-thinking culture that

values integrity and appreciation. We foster an open and honest environment where employees can grow and develop, both internally and by bringing in external expertise. We care for our employees and support them in times of need.

Communication is key, and we have established effective channels such as team briefings, meetings, notice boards, and an engaging intranet. Our employee benefits are attractive and diverse, and we actively seek and implement employee ideas. We stay competitive by monitoring industry initiatives and are committed to making a difference for people with disabilities.

Our unique culture combines the professionalism of a corporate business with the warmth of a family business. We offer market-leading commission schemes and provide digital interactive inductions for simplicity and transparency. Continuous learning is encouraged through monthly e-learning modules.

We value individual employees and provide incentives such as fun days out, ice cream treats, pizza days, savings on vehicle purchases, and free hot drinks. Recreational facilities like pool tables and table tennis promote a friendly and enjoyable work environment. We show appreciation during Christmas with turkeys or e-vouchers, and employees can support charities through fundraising activities.

During COVID, we maintained staff morale through regular communication, check-ins with managers, and expressions of appreciation. We adapted our workplace, implemented safety measures, and enabled successful remote work. The changes brought about by COVID have made our workplace more agile and accessible.

In summary, our company's culture, opportunities for growth, effective communication, attractive benefits, employee recognition, and adaptability make it a great place to work.

The Rainforest Alliance encourages increasing

plant-based meal consumption to make a collective climate impact. At Stone, we offer plant-based lunch options every weekday. In December 2020, instead of our usual Christmas Party, employees received a Christmas Card supporting a charity and a gift voucher. We have plans for a party this year, supporting Young Minds.

In October 2021, sales and purchasing employees received awards and gift vouchers at an event. The technical services team had a night out, the operations team chose a theme park day, and the Finance and HR team opted for a day at the races.

Our HR policies and procedures are accessible on the intranet, canteen notice board, or from HR. They cover various areas such as adverse weather, anti-bribery, authorized absence, bullying and harassment, capability, carers, COVID vaccination, disciplinary matters, and more.

Stone has an e-learning platform called “Stone Academy” that offers monthly modules. Managers can track completion through a dashboard. The modules are tailored to different training plans, including induction, all employees, managers, directors, and specific teams based on job requirements. Many courses are ROSPA approved and CPD certified.

In 2021, Stone arranged on-site learning events such as CSR training, mental health ambassador training, mental health awareness for managers, and senior leadership training. Colleagues from the purchasing team completed learning modules through the “Supply Chain Sustainability School” membership.

Competencies and behaviors are integrated into job descriptions and linked to learning events. For all employees (1-4), the competencies include passion for the brand, growth mindset, teamwork, and customer focus. Managers (1-6) have additional competencies in leadership and building performance. Senior managers (1-8) have additional competencies in influence, impact, and challenge,

as well as commitment and accountability.

Stone actively participates in various community initiatives and engagement efforts. We attend job fairs to provide information on job opportunities and recruit summer temps from the local area, offering employment opportunities. Additionally, we offer site tours for students from schools, colleges, and universities.

When it comes to recruitment, we utilize the government’s Find a Job website and support local colleges by providing work placements, including students with additional learning needs. We also make use of the apprenticeship levy to offer accredited qualifications to both existing and new employees.

As part of our commitment to sustainability, Stone partners with IT Schools for Africa, donating used and recycled computers to support their projects across the continent. We have donated over 4,000 IT devices to date. Moreover, our employees are participating in a virtual walk to Africa, raising funds for our corporate charities.

In line with our social responsibility, we collaborate with Dovegate Prison for the responsible recycling of redundant IT equipment. This initiative provides valuable skills to the prisoners and ensures proper recycling practices.

Stone is dedicated to promoting fair trade practices and is introducing Fair Trade hot drinks in onsite vending machines. We prioritize social value and actively engage with customers in supply chain opportunities, including equipment donations for education, Microsoft training courses, and support for IT qualifications. We also organize IT amnesty days to educate on data protection and environmental responsibilities.

Through apprenticeships, work experience, training opportunities, and community workshops, we contribute to digital inclusion and sustainability awareness. We also sponsor or donate to

community projects, local charities, and organizations. Our Stone Refurb re-use scheme repurposes returned equipment, making it available to staff, community schemes, and charities at reduced prices, along with introductory training.

Overall, Stone strives to make a positive impact on the local/national economy and the communities in which our customers operate.

Stone actively promotes charitable initiatives and encourages employees to make monthly donations through payroll. We work in partnership with the Family Fund, providing support to low-income families caring for severely disabled or seriously ill children. For the past decade, we have been supporting IT Schools Africa, an organization dedicated to transforming lives through eLearning access.

To promote environmental sustainability, Stone incentivizes customers to recycle IT equipment through the Stone 360 app, with collected “boost” points leading to tree planting in the National Forest. Through the app, we have already recorded 1,355 virtual trees and planted 400 real trees in the UK within a year.

Stone’s involvement extends to local community initiatives as well. We are a member of the Mayor of Dudley’s business club, providing sponsorship for a council-launched initiative. Additionally, Stone Headquarters hosted a tour for Theo Clark Stafford MP to raise awareness of our operations.

We actively participate in fundraising events such as the OU Giving Day, where we donated £750 to the Student Assistance Fund and a further £750 to the Disabled Veterans Fund. Social media posts were also scheduled in support of the initiative.

The CEO of Stone commended the colleagues for their dedication and highlighted various examples of how the company has made a positive impact, such as supporting home workers, educational institutions, and essential services like NHS Hospitals, Ambulance Services, and Police Forces. Colleagues have also volunteered to assist the NHS and deliver essential supplies to vulnerable individuals.

Despite the challenges posed by uncertain times, the CEO expressed confidence in the team’s ability to overcome them through unity and continued support for one another.

