



HE Simm Group - sustainability strategy: For a better future

April 2021

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Vision, commitment and objectives:

Carbon
Waste & resource efficiency
People

Air quality & wellbeing
Community

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EXECUTIVE SUMMARY

EXECUTIVE SUMMARY



Working with Action Sustainability, the HE Simm Group has developed its sustainability strategy in Q4 2020.

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Governance group workshops, working group workshops and client workshops were held to inform the strategy.

.....
The HE Simm Group strategy is focused on five key areas: carbon; waste & resource efficiency; people; air quality & wellbeing; community.

.....
The following presentation details the sustainability strategy mission statement, which provides the holistic thinking across all five key areas.

.....
Each of the five key areas are then detailed with their corresponding vision statement, commitments and objectives.

.....
Each of the five key areas have a lead who is responsible for delivering the area of the strategy.

.....
Action plans for each area are in progress, with the lead taking responsibility for this whilst working with their individual working group.

HE SIMM: YOUR SUSTAINABILITY JOURNEY



Discover (Phase 1)



Develop (Phase 2)



Deliver (Phase 3)



Determine (Phase 4)

Discover the context, ambition and direction for sustainability across the HE Simm Group, aligned to the values & mission, and set the strategy for the way forward

Benchmark your clients' expectations for sustainability, your competitors' performance

Assess Drivers for Sustainability: the proactive and reactive aspects making you be more sustainable

Prioritise key sustainability aspects and impacts across your whole business, and set KPIs & targets

Governance: Set up internal governance team

Deliverables: Sustainability Strategy

Benefits: clear message to colleagues and clients on HE Simm's sustainability objectives & targets

Develop the programme, roadmap and content for implementing the Strategy

Develop competence in key HE Simm Group staff in sustainability through training and learning plans

Measurement Tool set up to record sustainability performance metrics across the business

| Develop action plans for 5 focus areas:

| Carbon, Waste, People, Community, Air Quality & Wellbeing

Assign responsibilities and accountabilities

Deliverables: suite of delivery mechanisms

Benefits: consistency and clarity on direction for sustainability and competent colleagues to deliver it

Deliver the programme

Deliver against the five action plans

Engage stakeholders, internal and external engagement and workshops to aid delivery in 5 areas

Develop a sustainable procurement policy as a large % of your turnover goes to your supply chain we need to ensure suppliers align and contribute to your targets in your 5 key focus areas.

Roll out wider upskilling and cascade competence and skills through the organisation

Deliverables: Monthly reports of progress, quarterly meeting of Sustainability Governance Group

Benefits: more holistic approach to sustainability, stakeholder value

Determine performance against targets

Gather data on impacts and reduction activities. Collate data in our Performance Tool to measure performance and identify hotspots

Report on performance externally and use the information to inform and update strategies

Deliverables: Annual sustainability report

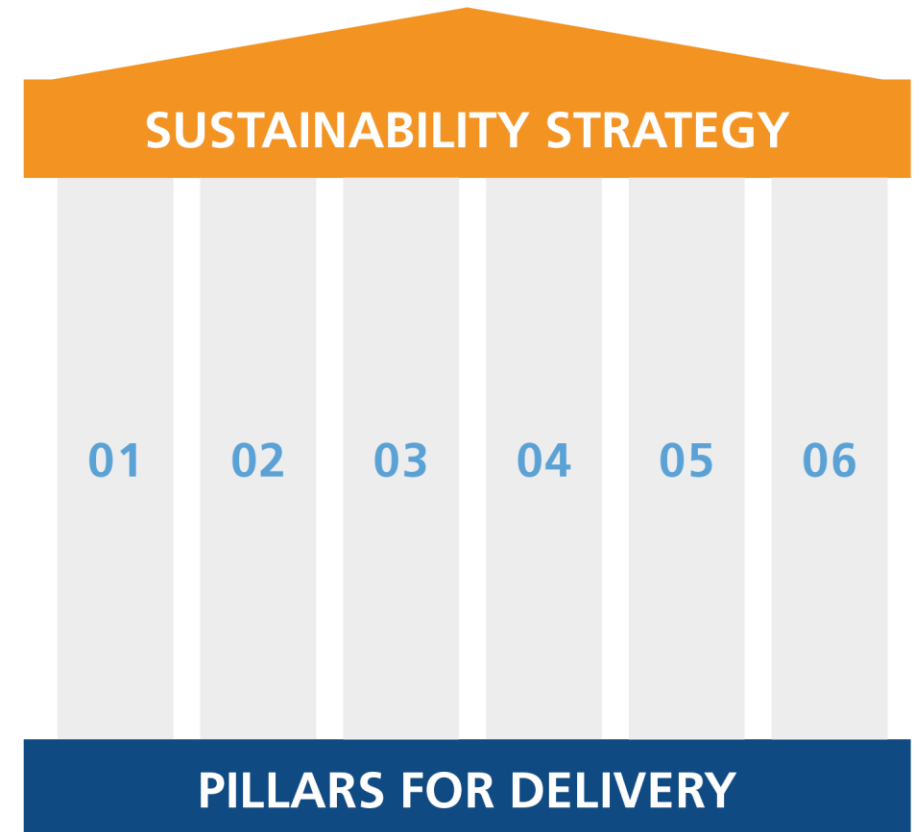
Benefits:

- | Reduced carbon, Reduced waste, Reduced costs
- | Positive contribution to business development
- | Improved community engagement
- | Improved staff satisfaction
- | Understanding of how building services contributes to occupier wellbeing

PILLARS FOR DELIVERY

For the strategy to be successfully delivered, the following pillars for delivery must be in place and effective:

- 01 Leadership
- 02 Education
- 03 Responsibility
- 04 Accountability
- 05 Supply chain engagement
- 06 Performance management: baseline; measure; monitor



STRATEGY DETAIL

HE SIMM GROUP SUSTAINABILITY STRATEGY: FOR A BETTER FUTURE

SUSTAINABILITY MISSION STATEMENT



To deliver outstanding engineering and services within the built environment, creating the most positive environmental impact and social value, whilst leaving a lasting positive impact for our colleagues, communities and future generations.



CARBON



VISION

We will be a net-zero carbon organisation by 2030.

COMMITMENT

We will work with our clients and suppliers to reduce our greenhouse gas emissions to become carbon neutral by 2023 and to define our scope 3 emissions to become net zero carbon by 2030 aligning to Science Based Targets.

We will develop and deliver innovative solutions that contribute to our clients' ambitions to mitigate and adapt to climate change through greater energy efficiency and lower carbon emissions.



CARBON

OBJECTIVES AND TARGETS

To become carbon neutral by 2023 (scope 1 and 2) across the whole business

To become net zero (scope 1, 2 and including scope 3) by 2030 across the whole business

To achieve PAS 2060 carbon neutrality standard for the whole business

To deliver a carbon gateway review of all new project designs by 2025



WASTE & RESOURCE EFFICIENCY



VISION

We will be a zero avoidable waste organisation by 2030.

COMMITMENT

We will work with clients and suppliers to achieve zero waste to landfill by 2024 and zero avoidable waste on all sites by 2030.

We will eliminate avoidable single-use plastics by 2025.

We will determine and measure the impact of pre-manufactured value (PMV) on waste generation.

We will adopt a circular economy review of all new project designs by 2025.



WASTE & RESOURCE EFFICIENCY

OBJECTIVES AND TARGETS

To achieve zero waste to landfill by 2023 for the whole business

To achieve zero avoidable waste by 2030 for the whole business

To eliminate single-use plastics for the whole business by 2025

To determine and measure the impact of pre-manufactured value (PMV) on waste generation

To deliver a circular economy review of all new project designs by 2025



PEOPLE



VISION

Through a culture of striving 'to be the best' we will enable all colleagues and supply chain members to be the best they can be.

COMMITMENT

We will be a signatory to the Industry's People Matter Charter and will make year-on-year improvements against the eight commitments: equality, diversity and inclusion; skills and training; workforce culture; living wage; due diligence; labour legal requirements; labour exploitation; payments.

We will maintain Gold membership of the Supply Chain Sustainability School.



PEOPLE

OBJECTIVES AND TARGETS

To commit to the Industry's People Matter Charter and fulfil its eight commitments

To baseline our current performance against the eight commitments and deliver year-on-year improvements against the maturity matrix

To achieve and maintain a Gold membership to the Supply Chain Sustainability School

To ensure that all appropriate members of our workforce are trained on relevant sustainability topics

To work with our top suppliers to develop their sustainability capabilities



AIR QUALITY & WELLBEING



VISION

We aspire to be the trusted partner to improve indoor air quality and occupier wellbeing.

COMMITMENT

We will create a centre of excellence in our own organisation to be leaders in indoor air quality.

We will work with our clients and suppliers to utilise appropriate technologies to enhance the indoor air quality of the services that we deliver to support and enhance people's physical and mental wellbeing, delivering better outcomes for our customers, our people and the communities that we serve.

3 GOOD HEALTH
AND WELL-BEING



9 INDUSTRY, INNOVATION
AND INFRASTRUCTURE



11 SUSTAINABLE CITIES
AND COMMUNITIES



AIR QUALITY & WELLBEING

OBJECTIVES AND TARGETS

To improve the indoor air quality in our own buildings and monitor the impact on wellbeing

To develop our capability to deliver buildings that meet standards such as WELL, BREEAM, LEED and SKA

To develop innovative solutions and technologies that improve indoor air quality, such as through passive technologies or biophilic design

To improve the outdoor air quality during the delivery of work by phasing out diesel engines from our fleet and Non-Road Mobile Machinery (NRMM) by 2030



COMMUNITY



VISION

We will leave a lasting positive impact for the communities in which we operate.

COMMITMENT

We will work with our clients and suppliers to maximise, measure and report on positive social value outcomes for the communities in which we operate.



COMMUNITY

OBJECTIVES AND TARGETS

To develop and deliver a social value framework across the business and all projects by 2022

To collaborate with Tier 1 contractors and clients in order to deliver a social value plan for all new relevant project designs by 2025

Where appropriate, to engage with Small to Medium Enterprises (SMEs), voluntary, community and social enterprise organisations, businesses owned by people from diverse communities and those adversely impacted by the Covid-19 pandemic



THANK YOU