

Challenges:

Due to the nature of its work as Engineering Specialists, McGee acknowledges the inevitable impact on the environment. However, the company aims to minimize impacts through its dedication to strategic planning and innovation. The key challenge faced is balancing the desire, moreover the need, to reduce resource consumption and waste while being a rapidly growing company taking on larger, more complicated projects each year.

Despite its growth, McGee pledges to continue achieving a 98% diversion from landfill rate and facilitate 100% recycling and reuse for applicable materials, aligning with the waste hierarchy. This initiative involves replacing plastic cups on site with reusable water bottles, providing food waste bins, and carefully sorting waste to avoid contamination and maximize recovery. The company's efforts to practice circular economy principles have recently involved an industry-first steel reuse program. This program entails the deconstruction and refabrication of existing structural steelwork, allowing it to be recertified and reused in the new proposed structure. A Circular Economy ethos has also been promoted through donating goods via Globe Chain and other reuse marketplaces, recycling 10,000L of water on a project, and recycling materials to be used on site.

McGee has established a Carbon Reduction Plan to facilitate the goal of Net Zero Carbon Emissions by 2040. The primary challenge to enable this will be to minimize its scope 1&2 emissions while annual turnover is on track to rise. Investment into its fleet of Euro 6 HGVs, electric and hybrid machinery, while also ensuring all its NRMM machinery is passing the highest Stage V requirements, will contribute towards reducing carbon emissions.

The company's commitment to the School of Sustainability and the environment is evidenced by its ISO14001 accreditation. McGee is heavily involved in and monitoring many advances being made in ESG strategies and requirements. However, it is a challenge to ensure everyone is aware of these goals. To allow effective communication, the company undertakes weekly site toolbox talks (TBTs). Key topics covered include environmental, social, and governance goals, as well as charity work as a company and for respective sites. These meetings ensure staff are aware of their actions and motivated by how they contribute to reaching company goals. It also provides an opportunity to voice ideas or concerns regarding sustainability.

Impact:

ESG Learning pathways - Sustainability is a vital aspect of McGee's projects, from the initial tender to the final phase of works. The Supply Chain Sustainability School has provided structure and direction with tailored learning pathways and targets. The

Fact box



Company

McGee

No of employees

400

HQ

South Banks

Website

<https://www.mcgee.co.uk>

Main contact

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Services

Demolition, Environmental Services (asbestos), groundworks & piling, reinforced concrete frame.

About

We're McGee. A specialist engineering contractor, with over 60 years' experience in delivering high profile, complex engineering projects in London. We develop smart engineering solutions to complex problems and develop methods of working that enable efficient delivery with safety and quality by design. We provide a value-based integrated approach. It's our point of differentiation. In delivering this we give our clients certainty of delivery. We deliver all this, with our outstanding people, employee owners who are truly invested in our success.

company's focus has been on sustainability, covering both environmental and social issues, as these were deemed high priorities. Choosing to highlight these issues has increased attention and awareness of the wider impacts of its operations, showcasing strengths in sustainable material and labour procurement, as well as identifying opportunities to improve fuel consumption.

E-learning modules - The range of lessons offered has provided new employees at McGee with an introduction to the industry and allowed existing employees to fill knowledge gaps and pursue interests and specialties. It has proven to be an excellent resource for McGee Graduates to learn about the sector in their first months. The E-learning modules on management are also highly informative, particularly focusing on collaboration and innovation, which is becoming increasingly important for the company. Additionally, modules on carbon calculations have directly contributed to the development of site-specific carbon plans. McGee actively encourages members of the environmental team to utilize the school's E-learning as a valuable tool for gaining knowledge in the construction sector. This information is then disseminated to site teams through toolbox talks and environmental training and workshop sessions.

Compliance - The construction industry and sustainability regulations are constantly evolving. The School has played a crucial role in helping McGee as a business to stay up to date with applicable standards relevant to our work and to ensure that the company remain compliant.

Value gained:

Track progress - The ability to monitor McGee own progress with the School - as well as highlighting where they are excelling against sector average scores - is an extremely helpful feature as it has improved motivation and showcased their excellence to clients. The assessment process of the school has played an important role in this. It is important to McGee to be able to evidence their dedication to sustainability and work with clients that share these core values. It also provides an opportunity to highlight any areas where McGee could improve, following sector-wide best practices available on the school.

Sustainability education: The range of topics covered means there are opportunities for engagement across multiple teams in the company, ensuring that McGee's knowledge and skills are continuously improving to deliver high-quality projects. It is important that sustainability is understood across areas within our company, from the tendering phase to work delivery. Sustainability performance is being increasingly pushed by clients through accreditation schemes such as BREEAM, NABERS, and WELL, so it is essential that it is understood across the different aspects of the company's operations. Engaging with the school helps to raise the understanding of sustainability and how it is relevant to the business.

Future proofing:

McGee plan to continue participating in the School and the numerous pathways it offers. Future plans include promoting communication within the company to recommend different modules to improve accountability and collaboration. It is also important that McGee facilitate the opportunity for staff to implement and carry out their learning. The School progression tracking will feed into their employees' personal development plans as part of the drive towards a more sustainable company and future. This forms part of McGee's aims to increase active participation with the School and adopt further measures to integrate lesson plans during onboarding processes. Long-term work involves continuously improving previous benchmark scores and sustaining a gold standard certification.