Those of us who work in the construction industry hold a privileged position in society. Our sector contributes 7% to the national economy, which gives us an opportunity to instigate change; change on a level that can have real impact for hundreds of thousands of people, both physically and in the wider sense of our impact on society. As part of the VolkerWessels UK vision to be ‘the contractor of choice by always exceeding our stakeholder expectations’, it remains our ambition to deliver projects that demonstrate excellence in terms of design, construction and engineering excellence, whilst at the same time enhancing the way we live.

The scale of VolkerWessels UK potential impact means that our ambition needs to be delivered with respect – and we recognise this. Sustainability, in terms of balancing the needs of the environment and society against the desire to grow economically, is the game changer in this space. It demonstrates that neither one of these pillars is sustainable without the other and, in this uncertain environmental and economic climate, our capacity to endure, and be agile and resilient will be fundamental to our long-term growth and our ability to future proof our business.

This report will provide an important review of our sustainability achievements in 2018, as well as sharing details of our refreshed approach for the years ahead. The approach will seek to build on our experiences to date, and add further structure, creating a framework that informs our workforce and supply chain of our desire to grow responsibly, with respect for communities and the natural environment, and to leave a legacy we are proud of for ourselves and future generations.

“It is our ambition to deliver projects that demonstrate excellence at the same time as enhancing the way we live.”

ADRIAN SHAH-CUNDY
Corporate responsibility director
KEEPING EVERYONE SAFE

It is a given that we expect to go home unharmed to our loved ones at the end of the working day, but there are still avoidable accidents within our industry which lead to ill health and injury. Promoting a safety culture we are proud of, through exemplary behaviour and sharing of best practice, is how we have achieved our industry-leading safety performance in 2018 – but this does not mean we can rest on our laurels. Our aim is to be free of injury and ill health, but this will only be achieved by building on and continuously improving our existing proven approach.

Our tailored approaches to safety are bespoke to each business unit. Each campaign is embedded in our day-to-day conversations on site, and benefit from strong leadership to clearly communicate expectations. Our safety programmes continue to be the foundation of our model going forward, to reinforce that safety must be at the top of everyone’s agenda if we are to achieve our aim.

ACCIDENTS AND INCIDENTS

Our efforts to improve culture and behaviours has been exemplified in the declining number of injuries sustained by our workforce during 2018. Our Accident Frequency Rate is a common industry wide KPI to calculate the number of RIDDOR reportable injuries normalised against the number of hours worked by our workforce. In the last five years our AFR has fallen from 0.15 in 2015 to 0.03 in 2018, representing an 80% reduction. The number of over 7 day RIDDORS over this period has fallen from 11 to 1.

Our Minor Injury Frequency Rate (IFR) and our All Reported Injury Rate (ARI) are both KPI’s which have seen significant improvements since 2015, with our IFR falling from 2.25 in 2015 to 1.25 in 2018 and our ARI falling from 2.54 in 2015 to 1.39 in 2018.

NEAR MISSES / CLOSE CALLS

Near misses, or close calls as they are referred to in the Rail sector, have the potential to cause harm. Creating a culture of formally recording and acting on these helps to identify trends which are used to tailor safety campaigns, share lessons learnt and promote initiatives to improve processes and safety controls. Year on year we see an increase in the number of these hazards reported, reflecting a common culture and a growing awareness of the benefits of doing so. This has an additional positive impact through our £1 donation to charity for each close call we receive. In 2018, we reported 32,766 near misses, a 59% increase on 2017. As a result, we have donated over £16,000 to our current main charity, Macmillan Cancer Support, with an additional £16,000+ donated to business unit charities.

HEALTH AND WELLBEING

INTRODUCTION

The physical and mental wellbeing of our workforce is the foundation of our business.

Whilst the physical health of our workforce has been monitored for many years, mental health in the construction industry has been neglected. Breaking down barriers around mental health, creating a culture where our workforce can talk openly and offering a range of support options are just some of the ways in which we are trying to change perceptions. We also continue to support Mates in Mind and have forged good relationships with the mental health charity MIND.

Our operational workforce attends regular occupational health screening and we are pleased to report that the number of GP referrals from this surveillance across our workforce is low, as the results below show (% of attendees):

- 0% skin checks
- <0.5% respiratory and BMI
- <1% blood sugar
- <2% blood pressure and audiometry
- <2.5% for cholesterol

In addition to this, over 2,400 individuals working in the business were seen by our occupational health services, including 135 drop in clinics across our projects.

VOLKERWESSELS UK MENTAL HEALTH PROGRAMME

Providing mental health support is not something done out of duty; it is done as part of our desire to look after our workforce. Our mental health programme, launched in 2018, consists of:

- Providing “Keeping the pieces together” sessions across all sites and offices – a discussion to encourage everyone to play their part in supporting the mental wellbeing of those around us.
- Delving Mental Health First Aid training for the 100 Mental Health Champion volunteers across the business.
- Seaking employee Mental Health Champions who will act as the eyes and guides to mental health support for colleagues.

Mental health and resilience training will continue to be a main area of focus as we move into 2019.
OUR PEOPLE BRINGING SUSTAINABILITY TO LIFE

Setting a solid strategic framework for sustainability is essential, but bringing this vision to life rests with our projects seeing the benefits of using sustainable methods of working. Here is a flavour of how the desire to leave a positive legacy has become inherent in the way we deliver our business.

OLDBURY VIADUCT
The BMV Joint Venture team have been working hard on the Oldbury Viaduct contract to deliver above and beyond, including winning two Construction News Talent Awards, their site canteen winning Gold in the Sandwell Council Eat Out Eat Well awards; and providing site tours as part of the national Open Doors initiative.

VOLKERHIGHWAYS INVITES PUPILS TO NAME A GRITTER FLEET
In association with KM Charity Team, primary school children were invited to name eight gritters used to service Medway’s roads during the winter of 2018 and beyond. There were over 1000 entries with the lucky winners seeing their names displayed on the front of the gritter and being presented with a VolkerHighways goody bag.

KM Charity Team said: “I’d like to thank VolkerHighways for teaming up with us for this initiative. Anything that gets people thinking about being prepared for winter roads is likely to have a positive effect in making people think about road safety. The competition has provided young children with a great opportunity to use their imaginations and practise their literacy skills.” Our favourite winning names were ‘Up Town Grit You Up’, ‘Grit Britain’, ‘Usain Salt’ and ‘Pretty Polly the Gritter Lorry’!

THE BIG RAIL DIVERSITY CHALLENGE
VolkerRail has continued to support the promotion of gender diversity in the rail industry by taking part in The Big Rail Diversity Challenge for the third year running, alongside first time participants – VolkerFitzpatrick. The event, which promoters describe as ‘a fun event with a serious message’, puts participants against each other in a variety of challenges, similar to those made famous by TV shows like It’s a Knockout and The Krypton Factor. Commenting on the importance of the event, VolkerRail’s HSQE director, Stuart Webster-Spriggs said: “This event is a positive approach to promoting gender diversity within the rail industry and a great opportunity to build stronger relationships in a diverse environment. A diverse workforce creates a better working environment, with wider scope for innovation, development and knowledge sharing.”

VOLKERFITZPATRICK VOLUNTEERING IN FELIXSTOWE
The Felixstowe Opportunity Group was founded in 1990 by a dedicated group of mums whose children had special educational needs. The charity offers safe and supportive group play, provided by qualified staff and committed volunteers, as well as support for siblings and families, in their soft play area, specialised sensory room and outside area with garden room.

Although first approached to help tidy up the charity’s outside play area, project manager, Lee Clifton and team offered much more, by removing rubbish, hedges and weeds from the garden, demolishing the old timber storage shed, re-laying paving, jet washing the outside of the building and play area, and replacing the entrance gate and fencing.

There was a full time Public Liaison Officer on the project, which had links with charities, one of which was Macmillan Cancer Care. VolkerFitzpatrick and Macmillan joined forces to give the opportunity to local people to not only raise money for this great cause, but also allow members of the public to walk along the new bypass prior to its being opened, and see Ely Cathedral from a range of different viewpoints. Information boards were on display during the walk, showing the development of the bypass and giving the public an insight into what was involved for VolkerFitzpatrick. Despite the walk being held on a traditional wet and cold day in Britain, the public’s support raised over £5000 for Macmillan.

Other ways in which the local community was supported by the project was a significant commitment to procuring services from local Small to Medium Sized Enterprises (SME’s), by hosting Open Door events to allow students to gain an insight into our works, arranging local school visits, organising visits to a local prison to talk about career opportunities on release and giving trainee engineers the opportunity to spend half a day on site to gain valuable work experience.

We will continue our work in unlocking our social value during 2019.

UNLOCKING OUR SOCIAL VALUE AT ELY
It remains our ambition to deliver projects that demonstrate excellence in terms of design, construction and engineering. These projects enhance the way we live, whether that be through upgrading our rail infrastructure, maintaining our road network, or protecting our communities through environmental protection schemes. Our next step is to unlock the value embedded within these operations to further enhance our offering to society. During 2018 we have seen some wonderful examples of our project teams embracing and positively contributing to the communities in which they work.

Members of the VolkerFitzpatrick Civils team have recently reported that an additional 17% of social value over and above the total contract value has been generated on their Ely Southern Bypass project with Cambridgeshire County Council, equating to £4.5m. The 1.7km bypass has been long awaited by local residents and is set to greatly reduce congestion in the area. Alongside the execution of this impressive design and build project there have been many examples of how the team has engaged fully with the local community. For example, of the 180,000m³ clay required for the project, over half was sourced from a local farm. This resulted in the project being awarded the Chartered Institute of Waste Managers (CIWM) ‘Most Sustainable Construction and Demolition Project’ accolade.

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We will continue our work in unlocking our social value during 2019.
MINIMISING OUR IMPACT

Implicit within our desire to mitigate the negative effects of our operations on the natural environment, is our ongoing commitment to reducing impacts such as nuisance, pollution and waste generation; however, this is only the first step.

Our ambition is to protect, enhance and deliver projects with a net positive benefit to the natural environment, and our teams are helping us to deliver this by identifying ways of adding extra value. For example, toad ladders on the Royal Borough of Windsor & Maidenhead gully maintenance programme, and planting trees to offset carbon emissions on VolkerRail’s Panel South Framework.

As one of the largest consumers of resources and generators of waste in the UK, the construction industry has, for many years, accepted its obligation to reduce its impact. Over the last five years, VolkerWessels UK has consistently diverted over 90% of its waste from landfill. Whilst this is an important metric, ambitions to reduce the total tonnage of waste generated is now deemed to be more reflective of the maturity of an organisation’s approach to resources and waste management. Since 2017, we have seen a 34% reduction in the total tonnage of waste generated by our operations, and a marked reduction in waste per £100,000 revenue from 56 to 36 tonnes.

During 2019 we will continue our transition from ‘waste and materials management’ to a more robust approach to a circular economy.

KEY STATISTICS:

- 93% waste diverted from landfill
- 35% reduction in waste per £100,000 turnover since 2017
- 40.46 average CCS score, 12% higher than industry average

WASTE AND MATERIALS MANAGEMENT

In 2018, VolkerWessels UK was awarded seven CCS Awards; one gold, three silver and three bronze. “The site continues to perform to an excellent level of compliance in four sections of the code, further developing in the Community section and being awarded an exceptional score. The management team have fully embraced the aims and goals of the scheme to produce excellent levels of engagement in all marked areas of the code.”

CCS Site Monitor quote, Magna Park, VolkerFitzpatrick

In VolkerStevin a single project resulted in a more intensive, unavoidable, use of onsite fuel as part of the associated marine fleet operations. This resulted in the overall increase in Scope 1 emissions, but reductions have been observed across both Scope 2 and Scope 3 emissions by 9% and 10% respectively.

Since 2015, our carbon footprint has been externally verified and certified through the Planet Mark scheme. This offers us a transparent way of reporting, using a structured framework that ensures compliance with ISO 14064:1. As part of the scheme, we also commit to protecting some of the most endangered rainforest, habitats and communities in Peru through the Cool Earth programme.

In VolkerRail’s Panel South Framework.

Carbon

Benchmarked against a rolling baseline, our year on year GHG emissions reduction target is 5%. Four of our five business units exceeded the target and made some significant reductions in emissions resulting in normalised tCO2e per £1 million revenue reduced by 5%, in line with our ambitions:

- VolkerStevin: 15.00% decrease in normalised tCO2e per £1 million revenue
- VolkerRail: 12.79% decrease in normalised tCO2e since last year
- VolkerFitzpatrick: 12.00% decrease in normalised tCO2e per £1 million revenue

2015 2016 2017 2018

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<th>Emission Type</th>
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<td>GHG emissions intensity</td>
<td>35.95 t/£m revenue</td>
<td>34.33 t/£m revenue</td>
<td></td>
</tr>
</tbody>
</table>

In 2018, the CCS overall score for VolkerWessels UK was 39.59, above 40, across an average of 48 site visits, which is an impressive 12% higher than industry average.

DOING OUR BIT – CONSIDERATE CONSTRUCTORS SCHEME

Improving the image of our operational sites has always been a priority of VolkerWessels UK. The Considerate Constructors Scheme provides us with a framework to do this using industry standard commitments around site appearance, respect for the community, protection of the environment, securing everyone’s safety and value to employees. We have always performed consistently well, but 2018 was the first time our sites performed above 40, across an average of 48 site visits, which is an impressive 12% higher than industry average.

The site continues to perform to an excellent level of compliance in four sections of the code, further developing in the Community section and being awarded an exceptional score. The management team have fully embraced the aims and goals of the scheme to produce excellent levels of engagement in all marked areas of the code.”

CCS Site Monitor quote, Magna Park, VolkerFitzpatrick
Leaving a positive legacy is about respecting the impact of our works and our role in the communities where we operate. In recent times this has been referred to as ‘social value’ but has been part of the VolkerWessels culture for many years.

We are proud to support a variety of charities across our five business units, as well as a charitable partnership with Macmillan Cancer Care. The largest of our financial donations results from our commitment to donate £1 for every hazard, near miss or close call reported by our workforce. In 2018 this equated to over £33,000, although our employees have also devised lots of fun and inventive ways to volunteer and raise money for our other charity partners.

Below is a just a small extract of the work we do to support these charities and improve communities.

SCHOOLS AND FURTHER EDUCATION ENGAGEMENT

During 2018 we started work on formalising our approach to schools and further education engagement. We are building on some wonderful foundations thanks to the relationships our workforce has already built with many schools, but the new strategy will provide further guidance and integration with our other attract and retain policies throughout the business. We are active in terms of careers events as well as providing meaningful work experience placements to inspire young talent into the industry. Luke and Owen, for example, joined us for a week long placement in VolkerRail so they could further explore their career ambitions within the Rail environment.

PLANET FIRST

As part of our carbon footprint certification with Planet Mark and through their association with the Eden Project, we have committed to sponsoring sustainability workshops in local primary schools. The curriculum-based programme works with students both inside and outside of the classroom to help them connect with the environment. Eden Project’s Education Team use a variety of age appropriate fun and engaging activities such as ‘Captain Ken’ and ‘Brigadier Barbie’s’ adventure into space, to encourage the continuation of sustainability education. During a session with Westfield CP Primary School in Hoddesdon, Hertfordshire, over 170 students attended an assembly and 120 children in years 3-6 attended the workshops.

DRAGONS APPRENTICE

The Broxbourne and East Herts Dragons Apprentice Challenge provides the chance for budding entrepreneurs to work with local business mentors to raise money from a £100 seed fund for a local charity. VolkerWessels partnered with John Warner School in Hoddesdon, Hertfordshire, to benefit from a £100 seed fund for a local charity. VolkerWessels partnered with John Warner School in Hoddesdon, Hertfordshire, to raise money for Space, a local charity that provides support to carers of children and young people on the autistic spectrum and those with related conditions. The team raised a fantastic £1975 by hosting seven different fundraising events including ice skating, raffles and film nights, and were announced overall winners of the competition!

COMMUNITY ART PROJECT

Proud pupils from 22 primary schools in Dover have created a stunning piece of community art at the entrance to the Dover Western Docks Revival project. The theme of the design was what the children loved about living in Dover and, with over 1000 entries from more than 400 children, there is a lot they love and value about their hometown! Groups of youngsters worked with a local graphic designer to refine their sketchbook designs and the chosen entries are now displayed on the hoarding for all to see. Ron Ekersley, CSR Manager for the project, commented “It was fantastic to be able to engage with the local community and make a long lasting positive impression.”

Bluebell Wood is a charity in North Anston, near Rotherham, which cares for children and young adults whose lives are sadly just too short. It is a home from home for families facing the toughest of times, with comfortable lounges and beautiful gardens to provide the respite care needed. Staff from VolkerRail engaged in many activities to pledge their support, including a team of 57 spending a day at the hospice carrying out jobs such as tidying up the gardens, fixing fences and cleaning pathways.

Lancashire Wildlife Trust benefitted from a 16 strong team from VolkerStevin being challenged to build a ‘dead hedge’ from materials they could find in the woodland area at Brockholes Nature Reserve near Preston. The “hedge” created a physical boundary around of the reserve’s outdoor classrooms, which is used as an educational outdoor space for school trips. The team worked hard to complete the task in the day, something that would normally take the Trust two to three weeks. VolkerStevin are gold corporate members of the Lancashire Wildlife Trust.

VolkerHighways were once again proud Gold sponsors of the Hackney Council’s annual ‘Bike around the Borough’ event which attracted over a thousand keen cyclists from 42 local schools. The event is aimed at encouraging children to use their bikes safely as well as showcasing the benefits cycling can bring. Even ‘Kerby’ the VolkerHighways traffic cone made an appearance.

Members of the VolkerFitzpatrick Kier joint venture team, working on the DART project, completed the ‘The Runway Run’ around the perimeter track at London Luton Airport, in aid of Macmillan Cancer Support. Those taking part had the option of walking, jogging or running a 5K or 10K distance and everyone from the VolkerFitzpatrick Kier JV completed the 10K route, successfully raising over £2,500. Senior quantity surveyor Jonathan Edis, who took part in the run, said: “It was a great opportunity for all members of the newly formed JV site team to get to know each other and to meet some of the airport personnel whilst raising money for a worthy cause.”

Staff from VolkerLaser raised an amazing £2,500 for the Worcestershire based charity, St Richard’s Hospice. St Richard’s Hospice provides free care and support to over 3,300 adults living with life-limiting illnesses and, importantly, their family members too. The hospice is currently part way through its ‘Build 2020’ campaign, which is a £5.3m expansion and redevelopment project, aiming to build a bigger hospice to better support the current patients and reach the unmet needs of thousands of local people in the future.

The proceeds from the annual fundraising event this year saw staff take to the MV Conway Castle, the largest passenger vessel on the River Severn, for a summer party. Huge support was also gratefully received from suppliers across the UK as well as local companies, who generously donated raffle prizes.
A DIVERSE AND ROUNDED WORKFORCE

In an industry where diversity remains low and where the skills shortage is increasing, the business case for an Ethics, Diversity and Inclusion (EDI) strategy and leadership is clear. As well as an essential ingredient to commercial success, EDI is key to the business’ drive to attract and retain the best employees.

During 2018, VolkerWessels UK launched its ‘Building Inclusion Together’ strategy, and the leadership team signed an EDI pledge. EDI has also been given its own visual identity and logo, and a dedicated section has been established on the corporate website as well as on the internal intranet to communicate and raise awareness.

EDI training has been delivered for the leadership team and will be rolled out to all colleagues during 2019, backed up by the inclusion of EDI behavioural competencies in the Personal Development Review process.

Outside of its own business, VolkerWessels UK has also been helping shape future initiatives across industry, by attending industry workshops, supplier diversity forums, and working alongside WISE, and Inclusive Employers.

In recognition of its achievements, VolkerWessels UK recently managed to achieve the conditional Investors in Diversity Stage 2 award and is now working towards its full Investors in Diversity accreditation.

PARTNERS

VolkerWessels UK are proud to work alongside the following partners:

A careful blend of innovation and traditional craftsmanship is inherent to the success of our business. This approach builds trust with our clients and supply chain, and reflects our vision to be construction contractor of choice by always exceeding stakeholder expectations.

MOBILE CLOSE CALL REPORTING

VolkerRail and its supply chain colleagues can now record close calls from their smartphones with the launch of QR code reporting system. Due to be rolled out across the rest of the business during 2019, there has already been a positive response in terms of increased reporting rates, reduced administration time and more detailed trend analysis.

SUSTAINABLE SUPPLY CHAIN AND ETHICAL PROCUREMENT

Working with like-minded suppliers is key to the success of our sustainability ambitions. As Partner members of the Supply Chain Sustainability School we want to promote the need for this collaborative approach to sustainability across the industry. Going into 2019, we will be working with the School to share the resources they have on offer and encourage our supply chain to challenge themselves on how the solutions they present to us have the principles of sustainability embedded within them.

VPHOTOS

In response to requests made from site, VPhotos was launched in 2018. VPhotos is a progress photo application tool which allows photos to be taken on-site and then be annotated, marked up and descriptions added to describe the works...all in real time. The app then automatically files the photo against the relevant project number in our document management system, saving time and improving efficiency.

LEAN WORKING WITH MULTIPLE BENEFITS

The ‘lean’ way of working focuses on delivering value to customers in terms of reducing waste and improving the safety our workforce. On our M5 Oldbury Viaduct contract, ‘value stream mapping’ enabled the project to identify working time lost through travel and waiting. To minimise this impact, the BMV Joint Venture built three satellite offices and supplied minibuses to transport workers, reducing both travel and delay, as well as the risk of people/plant interfaces due to fewer vehicles being on site. Other initiatives included using battery powered impact wrenches to tighten up scaffold clips (increasing productivity and reducing fatigue), trialling pioneering virtual reality training technology and promoting collaborative planning to create a more orderly, safer working environment.
AWARDS AND RECOGNITION

To receive recognition for our achievements provides our team with well-deserved appreciation, and also promotes and encourages the approaches and behaviour we are proud of at VolkerWessels UK.

RoSPA HEALTH AND SAFETY AWARDS
RoSPA Health and Safety Awards are awarded to those organisations who demonstrate ongoing commitment to raising health and safety standards. During 2018, VolkerFitzpatrick was awarded the President’s Award for its consecutive gold awards; Gold Medal Awards were presented to VolkerHighways and VolkerLaser; Gold Awards presented to VolkerRail and VolkerStevin; and VolkerRail was awarded a Gold Fleet Safety Award.

GREEN APPLE AWARDS FOR VOLKERFITZPATRICK RAIL
The VolkerFitzpatrick Rail division has achieved a Bronze and Silver Award for Environmental Best Practice at the Green Apple Environmental Awards. The two winning projects were Network Rail’s West Anglia Main Line (WAML) and Felixstowe Branch Capacity Enhancement schemes.

A number of carbon reduction achievements were made during both projects due to effective materials management planning and reductions in vehicle movement, which also helped to meet local air quality targets.

SEQOHS ACCREDITATION
SEQOHS is an acronym for Safe, Effective, Quality Occupational Health Service and is a set of standards as well as a voluntary accreditation scheme for occupational health services. SEQOHS accreditation is the formal recognition that an occupational health service provider has demonstrated that it has the competence to deliver against the measures in the SEQOHS standards. VolkerWessels UK achieved certification in June 2018 and is the culmination of over 4 years work to improve the occupational service provided to our workforce.

CONSTRUCTION TALENT AWARDS DOUBLE SUCCESS
The Construction Talent Awards celebrate the people striving to make construction a more inclusive industry, as well as the businesses doing outstanding work to improve the construction industry’s reputation and employment practices. BMV JV is currently delivering key deck repair works between junctions one and two of the M5 Oldbury Viaduct, for Highways England’s Major Renewal Scheme. The team was shortlisted in four categories and took home two awards, for ‘Diversity & Inclusion Initiative of the Year’ and ‘Best Place to Work’.

This follows a successful year for the project, which also won a Supplier Recognition Award from Highways England and a Gold Award in Sandwell Metropolitan Borough Council’s Eat Out Eat Well scheme, for the high standard of catering in the on-site canteen.

CEEQUAL
The team working on the Dover Western Docks Revival project was presented with an ‘Excellent’ CEEQUAL Whole Team Interim Award, rewarding the strong commitment to sustainability throughout the planning, design and ongoing construction of the works. The team achieved an overall score of 86.4% with 100% scored in three of the four categories for Historic Environment, Ecology and Biodiversity and Water Environment. The assessment was jointly submitted by VSBW, a joint venture between VolkerStevin and Boskalis Westminster, and our designers, Tony Gee & Partners LLP and Ramboll UK Ltd.

LOOKING FORWARD

BUILDING ON EXISTING FOUNDATIONS AS WE LOOK TO THE FUTURE
2019 will see the launch of our refreshed approach to sustainability. It will build on our existing great foundations and sound culture, but will offer a refined structure that will build consistency, as well as ensuring flexibility, for our business units and projects to direct focus to those areas of greatest value to their stakeholders. The framework will support our workforce and supply chain in understanding VolkerWessels UK’s desire to grow responsibly, with respect for communities and the natural environment, and to leave a legacy we are proud of.

OUR FRAMEWORK
Our refreshed approach has three features. The first is the belief that sustainability has to be delivered with substance and integrity, the second is that it has to be delivered with people at its heart, and finally it needs to connect seamlessly with every other part of our business.

It will be based on a delivery model with Drivers, Enablers, Outcomes and Measures. Using our ambition to further unlock the social value embedded within our operations, our measures will continue to capture the standard quantitative KPI’s to benchmark our performance, but we will enhance this offering by using the National TOMS Framework. This will allow us to apply proxy values to our activities in a transparent and honest way to report on our social value offering. We will also develop more qualitative analysis and narrative to add greater depth and richness than numbers alone can provide, supporting the spirit of our ambition to contribute to society and the VolkerWessels UK core values.

BRINGING OUR STRATEGIC DRIVERS TO LIFE
Our Enablers bring our strategic Drivers to life to deliver our desired Outcomes. Aligned to the Foundations of Excellence in our Vantage Model, they are based on our impacts, both positive and negative, and how they can add overall value to our business offering. We look forward to sharing more about our ambitions and achievements with you.

Sustainability report 2018

Safety
Health and wellbeing
Ethics, diversity and inclusion
Management systems and quality
Learning and Development
Schools and Further Education engagement
Charity, volunteering and community engagement
Sustainable supply chain and ethical procurement
Inclusive business risk management
Climate change mitigation
Protecting and enhancing our natural environment
Circular economy
WHERE TO FIND MORE INFORMATION

For further information relating to Sustainability and Social Value at VolkerWessels UK, please email CorporateResponsibility@volkerwessels.co.uk

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