



# GROUP CR REPORT 2020/2021



**HENRY** BROTHERS

Altogether Stronger



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For us, sustainability is all about improving the way our business responds to the needs of our stakeholders and to ensure the sustainability of their activities. This ethos is instilled deep within the culture of our organisation and is very much part of who we are as a company.

We are delighted to share with you our CR Report for what has been an

unprecedented year for us all, but a year in which being a responsible business has never been more important. During the year we have all witnessed and developed a new appreciation for even the simplest acts of kindness and a willingness to help others. It has also taught us that we are 'Altogether Stronger' and more resilient when we support each other, particularly during difficult times.

In a year in which many families have been left grieving the sad loss of loved ones or lives adversely impacted by the loss of incomes, cancelled or delayed medical treatment, the struggles of home schooling and cancelled exams, etc., it is important to take some time and reflect on those things that we can be thankful for.

To those who continued to work

throughout the pandemic to provide essential services, to those who used their free time or whilst on furlough to support their local community, to those who donated to food banks, to those who clapped for the NHS and frontline workers, to those who dropped off medical supplies for a neighbour self-isolating, for those who made a telephone call to someone living on their own – we are proud of you all and we thank each and every one of you.

*David Henry*

**David Henry**  
Managing Director



**JIM HENRY**  
CHAIRMAN EMERITUS





2020/21 has been a year like no other. The Covid-19 global pandemic has brought many challenges and changes to the way we live our lives and work. Some of those challenges have proved valuable learning experiences for us as a business and many of the changes put in place to adapt to the challenges faced have opened new and exciting opportunities for the way we do business going forward.

Whilst our commitment to responsible practices across all areas of our business continued throughout the year, we demonstrated an immediate shift in focus to the Health & Wellbeing of our workforce and the communities in which we operate as well as strong Responsible Leadership from the moment the 'stay at home' message was announced by the Prime Minister in March 2020.

A broad range of Health & Wellbeing support, training and initiatives were rolled out across the year to ensure the physical and mental wellbeing of our workforce was fully supported, starting with a personal video message to our entire workforce from our MD and weekly welfare calls for every member of personnel whether working from home or on furlough from the moment they were first sent home. For a number of

personnel living on their own, this was one of the few conversations they had during the week and for those struggling with the challenges of home schooling it was a welcome break from their new role as a teacher.

It is initiatives such as this which have culminated in the Company being recognised as Winner of the Excellence in Workplace Health & Wellbeing category in the Belfast Telegraph Business Awards 2021. Our commitment to and responsible leadership in Environmental best practice has also resulted in the launch of our Net Zero Carbon 2050 Strategy and achievement of the Special Recognition Award for Climate Action in the Belfast Telegraph Business Awards 2021.

As a long-term member of Business

in the Community (BITC) and holder of their Standard for Responsible Business – CORE, we successfully earned Gold accreditation in early 2021, the highest level achievable. The Standard provides us with a framework by which we continuously improve our CR strategy, processes, monitoring and reporting. We were also successfully shortlisted in 3 categories for the 2021 BITC Responsible Business Awards, including:

- Wellbeing at Work Award
- Environmental Leadership Award
- NI Responsible Company of the Year Award

Going on to be announced Winner of the prestigious NI Responsible Company of the Year Award in September 2021.

Such achievements would not have been possible without the engagement and support of our entire workforce and many stakeholders. So, a huge thank you to everyone who has contributed to these fantastic achievements throughout the year.

*Ian Henry*

Ian Henry  
CR Director



NI Responsible  
Company of  
the Year  
Winner 2021



IAN HENRY RECEIVING NI RESPONSIBLE COMPANY OF THE YEAR AWARD 2021



As a Company with a strong social conscious and widely recognised for our philanthropy since first established as well as a long-term member of Business in the Community (BITC), we were one of the first companies in Northern Ireland to achieve the BITC Responsible Business Standard: CORE back in 2014 when first introduced. Following our recent Gold level re-accreditation, we have demonstrated that we have a coherent, strategic and sustained approach to responsible business.

BITC Managing Director Kieran Harding stated Henry Brothers and the wider Henry Group “is demonstrating how it is ‘best in class’ when it comes to corporate responsibility and sustainability”

Later this year we will be launching our CR Strategy for 2021-2024. Our long-term objectives, which we plan to achieve through a range of key performance indicators focused across each of the areas assessed under CORE and linking with our commitment to the UN Sustainable Development Goals, are:

- To deliver social value through high-quality construction projects in collaboration with our stakeholders
- To advocate the business and society benefits of responsible business practices
- To demonstrate responsible leadership across our industry and wider business

- To deliver innovative CR activities which are specifically designed to meet the needs of our business and our stakeholders

A key aspect of our Responsible Business Objectives and CR Strategy is the innovative software we use to collate our CR data. Sustain IQ has an integrated reporting dashboard which provides a visual real time view of the quantitative data which can be exported. This software enables us to report on our project, regional and Group CR activities in real time with a detailed breakdown throughout the business.





Henry Brothers and the wider Henry Group have a robust governance structure in place with clear direction from Board level on the company Sustainable Business Strategy, ensuring sustainability is embedded at the heart of business and drives a business model centred on resilience.

Company Key Performance Indicators (KPI) are reported and reviewed on an annual basis and are aligned to the Sustainable Development Goals.

The Sustainable Development Goals (SDGs) were formed by the United Nations as part of a wider 2030 agenda for Sustainable Development. We have aligned to the goals most applicable to our business operations across the pillars of Environmental, Economic and Social sustainability.

The strategy includes companywide targets such as a 2% reduction annually in total carbon emissions (which includes scope 1, 2 and the main contributors under scope 3 emissions) when normalised, 5% reduction of waste generated, ≥ 95% diversion of waste from landfill, 5% reduction in water use and 5%+ increase in biodiversity initiatives per annum.

**THE ENVIRONMENT PILLAR**



In respect of **SDG 7: Affordable and Clean Energy, target 7.3** focuses on:

**“ DOUBLING THE GLOBAL RATE OF IMPROVEMENT IN ENERGY EFFICIENCY BY 2030.”**

The Henry Group set targets on a project-by-project basis at the project outset and report on these monthly through progress reports to our clients. We report under the Energy Saving Opportunity Scheme (ESOS) and the Streamlined Energy and Carbon Reporting (SECR), therefore robust monitoring and measuring procedures are in place with company KPIs set annually.

Henry Group have made progress on this goal through the procurement of solar PV panels fitted at Head Office which will save an approximate 540 tonnes of CO2 over the next 20 years. The business has invested in electric and hybrid vehicles which make up 33% of the total company fleet. Electric vehicle charge points are situated at office locations for use by staff. These investments have resulted in a reduction of -34% for total energy use across the business when normalised against turnover between the baseline year and 2019.



In alignment to **SDG 12: Responsible Consumption and Production**, Henry Brothers waste KPI is to achieve at least 95%+ diversion from landfill, with the current company diversion rate at 98%+.

All removal and disposal of waste will be in compliance with statutory requirements including, but not limited to:

- Control of Pollution (Amendment) Act 1989
- Control of Waste Regulations 1991
- The Environmental Protection (Duty of Care) Regulations 1991

We use Sustain IQ to report all site KPIs including waste. A site waste management plan is developed using Sustain IQ at the outset of the project. Designing out waste workshops take place with the key subcontractors to develop a waste reduction strategy during pre-construction. Henry Brothers segregate waste streams into metal, timber, plasterboard and food waste across offices and sites which satisfies **target 12.5:**

**“ SUBSTANTIALLY REDUCE WASTE GENERATION THROUGH PREVENTION, REDUCTION, RECYCLING AND REUSE.”**



This has had a positive impact on the company waste figures with an average diversion rate of 98%+ and will continue to drive down company waste.

In accordance with **SDG target 12.2:**



we have implemented a Plastics Policy. Packaging will be returned to suppliers and the purchasing team will liaise with suppliers to explore take back schemes; this enables reuse of plastic wrapping which assists in minimising the waste generated on site and transport carbon.



It is also to be detailed in subcontractor orders that supply chain partners must seek alternatives to plastic shrink wrap which cannot be recycled, to ensure minimal plastic waste is used, which in turn aligns to **SDG 14** and **protecting Life Below Water**.

A 'Zero idling rule' will minimise fuel use on sites and a reduction in carbon emissions. Leading plant manufacturers estimate that the average idling time of heavy-duty machines is approximately 40%. We instruct all

suppliers to switch off engines when stationary to avoid idling on site.



In relation to **SDG 15: Life on Land**, specifically **15.1:**



We own and conserve a 26-acre nature park located near our Head Office.

The Park is home to a variety of woodland species, predominately dominated by Hazel and scattered with Birch, Sycamore, Oak and Hawthorne. These species currently cover 12.4 acres of the parks area and can play an important role in offsetting our residual carbon emissions in the future.

Bird/Bat boxes and bug hotels have been installed around the area, which have helped to encourage biodiversity, in addition to the area being relatively undisturbed.

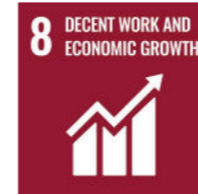
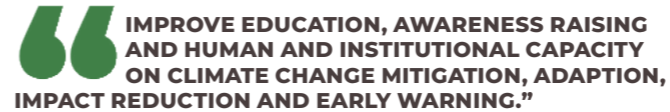
An Initial Biodiversity Audit conducted by Ulster Wildlife detailed opportunities to help restore the area including the re-introduction of a coppicing programme, additional

planting of woodland boundaries and the removal of shrub cover around the pond areas (**SDG 15.2**).



The potential for additional tree planting in the nature park and the company's land elsewhere could help with carbon offsetting in the future, helping to achieve **SDG 13: Climate Action**.

Henry Group are also in the process of rolling out Carbon Literacy Training as part of an overarching Net Zero Carbon strategy. This training will help employees to gain an understanding of how climate change will affect them, acquiring the knowledge and skills to lower their carbon footprint (with typical realised carbon savings of 5-15% per person) and satisfying the **SDG target 13.3:**



Our focus on developing a greener and more sustainable business supports **SDG 8** and the creation of **Decent Work and Economic Growth**.

**IMAGE RIGHT:** ENVIRONMENT & QUALITY MANAGER, CHARLENE CLINTON MSC MIEMA CENV



## THE SOCIAL PILLAR



In line with **SDG 11: Sustainable Cities and Communities**, specifically **11.b:**

**“ MITIGATION AND ADAPTATION TO CLIMATE CHANGE ”**

the business has implemented integrated policies and plans towards inclusion, resource efficiency, mitigation and adaptation to climate change through our Integrated Management Systems (IMS).

The United Nations target **11.c:**

**“ TO ENHANCE INCLUSIVE AND SUSTAINABLE URBANIZATION IN ALL COUNTRIES ”**

is reflected in our partnership with the Rainey Grammar to aid the charity Abaana in the delivery of education construction projects, gift aid and provision of clothing and education materials; and whilst halted by the pandemic we plan to re-establish this partnership when circumstances allow us to do so.



This initiative also supports outreach to less developed communities around the world and the provision of **Quality Education** in alignment with **SDG 4**.



In the meantime, our newly developed 5-year partnership with Co-Operation Ireland through our involvement in their Future Leaders Programme will help to **Reduce Inequalities** in alignment with **SDG 10**.



This programme also contributes to **Promoting Peaceful and Inclusive Societies** in alignment with **SDG 16**, not only in relation to religious divisions and tensions within Northern Ireland but also promoting North / South collaboration and mutual respect.

We provide access to community organisations, groups and schools to our nature park facility, where we deliver environmental education and learning opportunities. This interaction with the local community aligns to **target 11.7:**

**“ PROVIDE UNIVERSAL ACCESS TO SAFE, INCLUSIVE AND ACCESSIBLE, GREEN AND PUBLIC SPACES ”**

as well as supporting **SDG 4** and the provision of enhanced learning opportunities beyond the classroom.

In response to the pandemic an interactive video was developed and made available to local schools. This was an effective way to bring the nature park to the classroom, allowing the students to continue to learn about biodiversity and engage them in conversations about animal life cycles, food chains and flora and fauna found within woodland habitats. Additionally, we are a Platinum member of the Business in the Community Business & Biodiversity Charter. As part of the charter commitments Henry Group conduct biodiversity initiatives on each project undertaken and promote biodiversity on each project through the donation of bird tables and feeders to local schools.

On a wider basis we meet the goals objectives through

BREEAM assessments, the Considerate Constructors Scheme and engagement with groups such as BITC's Environmental and Community Leadership Teams, Business & Human Rights Forum, STEM Employers Equality Forums, Skills Forums and the Sustainability Professionals Forum which was developed by Henry Brothers. This helps to create healthy and inclusive working spaces which support employment and training opportunities within the community as well as enhancing biodiversity and ecological aspects of the areas in which we work.



Ultimately, we are helping to support the creation of **Zero Hunger** and **No Poverty** in alignment with **SDG 1 & 2** and



where this still exists and highlighted by the pandemic our workforce and wider supply chain support a range of company initiatives to provide support where it is needed demonstrating alignment with **SDG 17 Partnerships For The Goals**.



## THE ECONOMIC PILLAR



In alignment to **SDG 9: Industry, Innovation and Infrastructure**, specifically **9.1**:

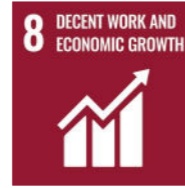
**“DEVELOP QUALITY, RELIABLE, SUSTAINABLE AND RESILIENT INFRASTRUCTURE”**

our Quality & Environment Manager sits on the Environment Leadership Team representing the construction sector in Northern Ireland. The ELT is developing a Business Climate Action Plan for NI with Henry Brothers taking the lead for the construction industry, demonstrating the company's commitment to leadership in the construction sector on carbon reduction.

Since 2016 we have sponsored six students from Queens University Belfast. The 2021 project was a comparative study into carbon offsetting strategies for reducing residual CO2e emissions and achieving net zero carbon goals.



These projects are shared with the industry to promote best practice through collaboration, demonstrating how we are driving innovation through industry leading research, particularly in relation to **SDG 13: Climate Action**.



In respect of **SDG 8: Decent Work and Economic Growth**; indicator **8.4**

**“GLOBAL RESOURCE EFFICIENCY IN CONSUMPTION AND PRODUCTION”**

we have in place a Sustainable Procurement Policy which includes the procurement of only FSC certified timber and ensures that subcontractors maintain FSC certification for timber-based products. Sustain IQ helps to monitor the subcontractors and suppliers used on all projects and their distance from site. Using a predominately locally based supply chain helps to drive down the transport carbon associated with material deliveries and ensures capital is being returned into the local area.

Additionally, we deliver an extensive education and youth engagement portfolio, including employment and training KPIs for school leavers, graduates, student placements, apprentices, trainees as well as those who are registered long-term unemployed and not in education or training. This in turn generates spend and growth in the local area as well as social value and alignment with the SDGs support quality education, good health and wellbeing, and ultimately progress towards eliminating poverty and creating zero hunger across our communities.

In alignment to **SDG 8.2**:

**“WORKING TO CREATE A DIVERSE WORKFORCE”**

Henry Group have in place a Fair Work Policy and Equality & Diversity Policy, which is supported by best practice outreach and affirmative action initiatives.



We also hold memberships in equality and human rights forums and actively address key issues such as **gender equality** within the construction industry in alignment with **SDG 5**. A comprehensive health and wellbeing portfolio of support is provided to ensure access to and stability with employment opportunities for those who may suffer from poor health and disabilities.



ABOUT US | AWARDS & ACHIEVEMENTS



**CORE**

The Standard for Responsible Business  
Gold Level



The Responsible  
Business Network  
Northern Ireland

**Business In The Community  
Awards & Accreditations**

NI Responsible Business Awards 2021 -  
Wellbeing at Work Award Shortlisted  
Finalist, Environmental Leadership  
Award Shortlisted Finalist & NI  
Responsible Company of the Year  
Award Winner

CORE – Responsible Business Standard  
2021 – GOLD

Education Partnership – Responsible  
Business Award 2020 Champion

Northern Ireland Environmental  
Benchmarking Survey 2020 – Platinum



**UKAS Accredited**

ISO 9001 Quality Management, ISO 14001  
Environmental Management symbol and  
ISO 45001 Occupational Health & Safety  
Management



**Belfast Telegraph Business Awards**

2021 Winner – Excellence in Workplace  
Health & Wellbeing

2021 Highly Commended – Special  
Recognition Award for Climate Action

2020 Winner – Excellence in the  
Development of Management Leadership



**National Considerate  
Constructors Scheme Awards**  
Most Considerate Site UK Runner-up  
2021



**ROSPA Awards**  
Distinguished Service Award 2020 –  
SHEQ Director (David Wallace)



**Institute of Directors Awards**  
Family Business Director of the Year  
Award 2020 – Managing Director  
(David Henry)

**RICS Social  
Impact Awards  
2020**

**RICS Awards**  
2020 Shortlisted Finalist – Social  
Impact Awards



**Ireland's Best Managed  
Company Awards**  
2021 Platinum Standard Award



## ABOUT US | KEY CR SUCCESSES

- NI Responsible Company of the Year 2021
- CORE – Responsible Business Standard 2021 – GOLD
- Net Zero Carbon 2050 Strategy approved and launched
- NI Environmental Benchmarking Survey – Platinum
- UK Most Considerate Site Runner-Up
- Responsible Leadership – 500 hours dedicated to responsible leadership
- Training - Belfast Telegraph Business Awards 2020 Winner – Excellence in Development of Management Leadership
- Health & Wellbeing - Belfast Telegraph Business Awards 2021 Winner – Excellence in Workplace Health & Wellbeing
- Charitable Causes - supported The Trussell Trust throughout the pandemic with monthly foodbank donations
- Virtual Education Partnering on Biodiversity Awareness with live feed from Nature Park to partnering schools – 550 pupils reached



IAN HENRY (GROUP CR DIRECTOR) RECEIVING GOLD LEVEL IN CORE, THE BUSINESS IN THE COMMUNITY RESPONSIBLE BUSINESS STANDARD PRESENTED BY DR LISA MCILVENNA (BITC DEPUTY MANAGING DIRECTOR)



LEFT: SHANNON MCGILLIGAN (HR ADVISOR & HEALTH & WELLBEING CHAMPION) RECEIVING BELFAST TELEGRAPH BUSINESS AWARD FOR EXCELLENCE IN WORKPLACE HEALTH & WELLBEING

BELOW: DEBORAH MADDEN (ENVIRONMENTAL & QUALITY ADVISOR) RECEIVING UK MOST CONSIDERATE SITE RUNNER-UP AWARD

- Virtual Work Experience Event and Apprenticeship Recruitment in partnership with CITB (25 schools attended Work Experience Event, 38% of attendees were female, 33% of non-white ethnicity)
- NET Opportunities Created/ Provided - 942 weeks apprentice opportunities; 292 weeks placement opportunities (30% student placements, 21% NEETs, 17% graduate opportunities, 9% Traineeships, 10% Long-Term Unemployed, 13% Work Experience)



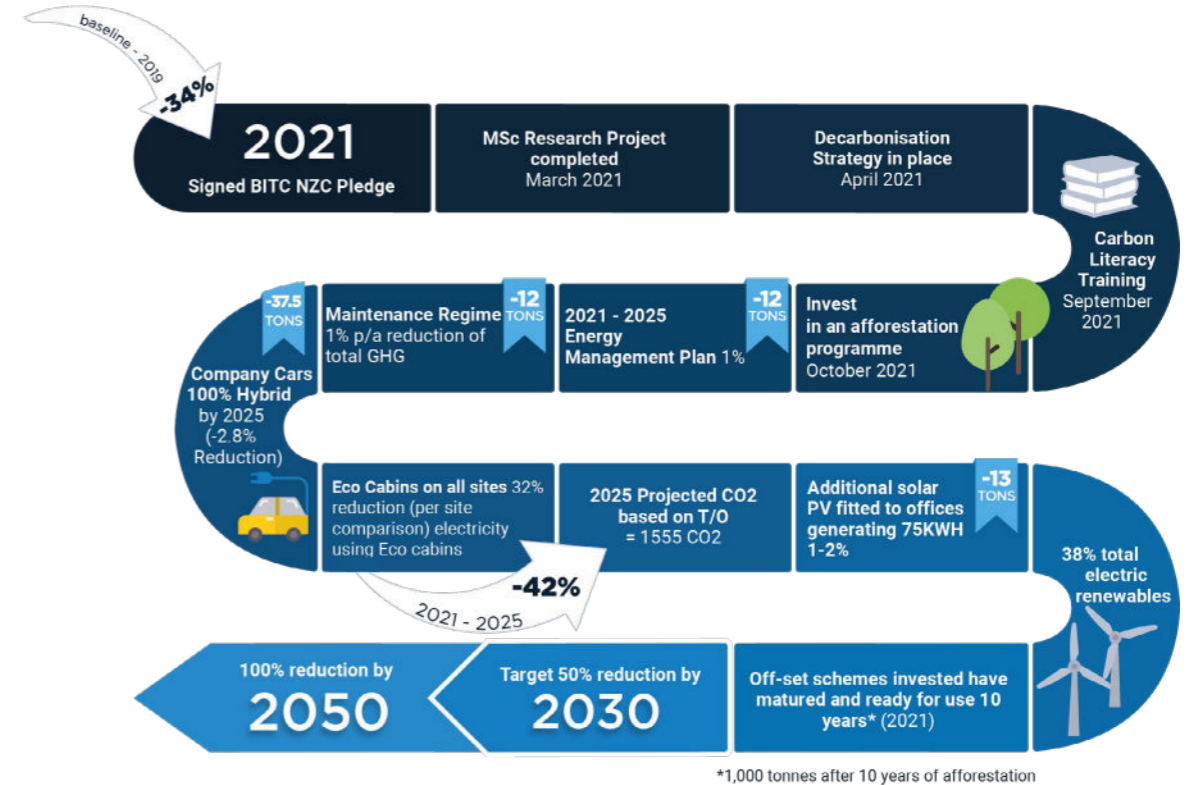


GROUP E&Q MANAGER - CHARLENE CLINTON

Since the UK government declared a climate emergency in 2020, companies are being called to action and are rallying in the fight against climate change. Henry Brothers have announced our commitment to reduce emissions by 50% from the base reporting year, by the year 2030 and to achieve 100% by 2050 in line with Government requirements.

A 'Journey to Net Zero Strategy' has been produced and is a guidance document which will provide an outline of our action plan to achieve our Net Zero targets. Henry Brothers launched the five-year Sustainable Business Strategy in 2014 which set a target of a 5% reduction in total greenhouse gas (GHG) emissions per annum. The Group has reduced total emissions by -34% since the baseline reporting year, exceeding the target by 9%.

Henry Brothers have aligned the business targets to the UN Sustainable Development Goals, creating a shared value for our clients and communities while safeguarding our planet. We will monitor progress to ensure we are on track to achieve our target of Net Zero by 2050. This long-term strategic plan will assist in achieving this with the main focus on elimination of emissions as a priority; and only offset once we have exhausted all other avenues.





**THROUGH INNOVATION & RESEARCH** RESEARCH AND DEVELOPMENT PROGRAMME – QUEEN'S UNIVERSITY BELFAST

Henry Group have sponsored and mentored Master's-level students from Queen's University Belfast for the past seven consecutive years, which has brought innovative research on sustainability into the company. Each year research generated is shared with the industry to promote best practice and knowledge sharing on sustainability.

Through the partnership with Queens University the 2021 research project was an 'Investigation of carbon offsetting strategies for reducing residual CO2e emissions and achieving net zero goals'. The report concluded that afforestation was the preferred methodology for the group, over peatland restoration over a 100-year period. It was found that 1000 tonnes of carbon could be offset within the first 10-year period based

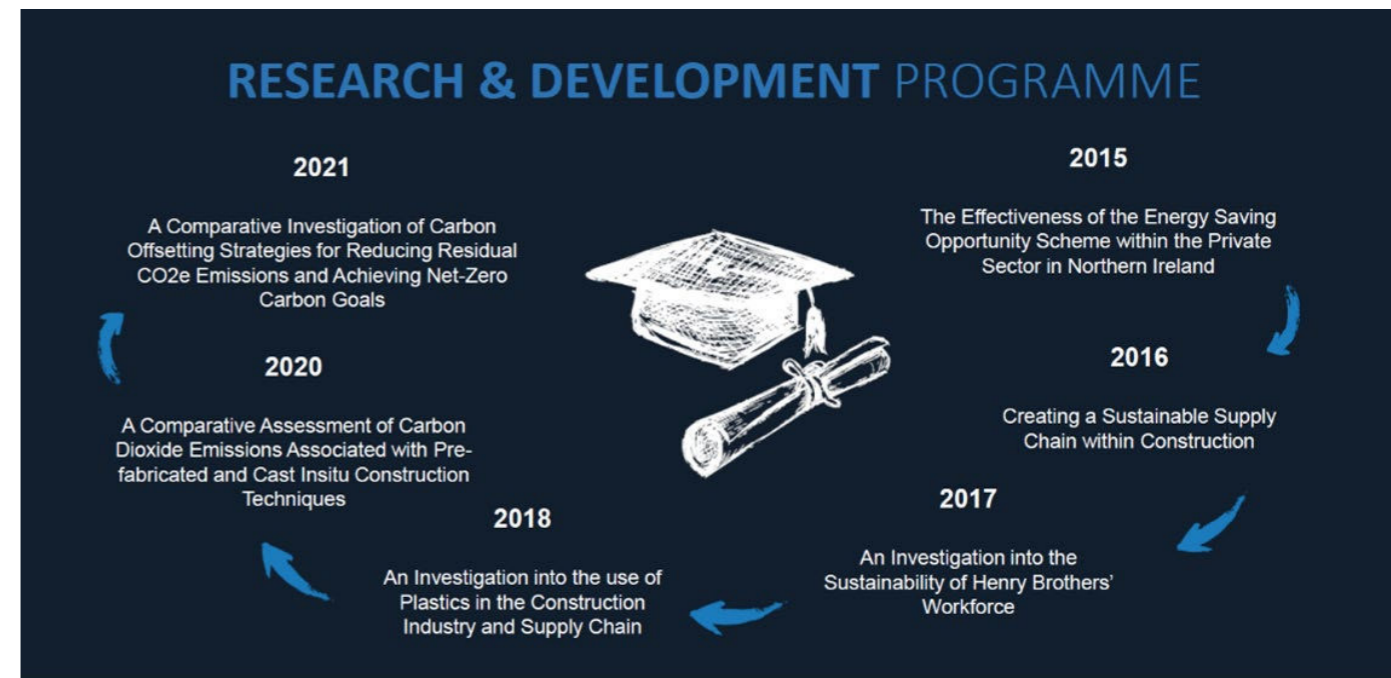


HENRY BROTHERS NATURE PARK

on the area of company owned land. This research was invaluable and has shaped business planning for the future when offsetting will inevitably be the last resort of offset emissions which cannot be eliminated.

With the built environment contributing around 40% of the

UKs total carbon footprint and 38% globally the industry must adapt and look at alternative ways of constructing buildings. The use of our prefabricated panels manufactured at our head offices in Magherafelt has helped to challenge this issue and is associated with many environmental and societal benefits. A report conducted by our 2020 MSc student, concluded that the precast modular construction adopted on a Henry Brothers Design and Build 50 million prison projects, provided an approximate 50% reduction in CO2 emissions during the construction stage. In fact, all aspects of sustainability were improved with prefabrication, including reduced costs, time savings, improved quality, reduced community disturbance and improved worker productivity. This partnership can be replicated across other sectors to further their research into how other sectors can decarbonise their business activities.





### EDUCATING OUR WORKFORCE CARBON LITERACY TRAINING

Henry brothers developed and financed a bespoke Carbon Literacy Training Course for construction, in conjunction with three other main contractors in NI and Keep Scotland Beautiful.

Climate literate citizens will acquire knowledge to lower their carbon footprint, with typical realised carbon savings of 5 – 15% per person.

This has been rolled out across the business. Carbon Literacy Training will result in decreased energy and resource consumption, improved organisational profile, lower variable costs and happier and healthier staff.



## PLANET | ENERGY EFFICIENCY

### DIRECT EMISSIONS (SCOPE 1)

The scope is defined by the main energy uses throughout the group. An analysis of the trends recorded over the last six years has shown a clear main contributor to carbon throughout the group to be DERV/ Diesel use. This would be a common contributor to much of the GHG emissions generated by the construction industry. 100% of total DERV is recorded.

### INDIRECT EMISSIONS (SCOPE 2)

Electricity and gas use throughout the group including Offices, factories and construction sites is the second biggest contributor to GHG emissions for the Group. 100% of electricity and Gas is recorded.



**63%** Scope 1 Emissions  
Fuel, gas, company car mileage.

**21%** Scope 2 Emissions  
Electricity use.

**16%** Scope 3 Emissions  
Grey fleet, air travel, waste transport, hire car/boat, delivery mileage carbon.

### INDIRECT EMISSIONS (SCOPE 3)

Air travel is the third biggest contributor to the group Greenhouse Gas Emissions and is recorded as a scope 3 emission. 100% of all company air travel is recorded and reported. 100% of all transport carbon associated with waste movements is recorded and reported. 100% of Grey fleet travel is also included under Scope 3 emissions. Deliveries to site is now included although not for 100% of projects; this will be covered for 100% of projects in the next reporting period. Subcontractor travel reported under Scope 3.



## OUR JOURNEY TO NET ZERO (2050)

This strategy sets further targets which have been strategically planned along with projected carbon reductions and signed off at board level to 2030 including:

- Delivery companywide of accredited Carbon Literacy training by end October 21
- First Net Zero Carbon project in progress (Staffordshire Nursery and Forest School)
- Continuation of roll out SustainIQ across 100% of sites and offices
- Expertise in house in delivery of Net Zero Carbon projects and commitment to engage in Net Zero Discussions with all clients
- Group Environment & QA Manager sits on the Environment Leadership team for NI driving the climate NI strategy and also sits on the Construct Zero Taskforce for the Construction Employers Federation shaping the Net Zero Carbon agenda for the construction industry
- Plant department moved to hire in (ensuring efficient plant is used across sites)
- 100% of company cars to electric/hybrid by 2025
- Tree planting scheme which will save approximately 1,000 tonnes CO<sub>2</sub> over the next 10 years (which will be verified and used for offsetting)
- Procurement procedures in place to procure low emitting & low carbon materials

- Continuation of Eco-cabins and Eco-hoarding on all sites
- Teams meetings to reduce company transport carbon in place
- BREEAM 'Excellent' rated projects / advising clients
- Restricted travel due to the pandemic including a significant reduction in travel carbon Company Car associated carbon reduced by -16% due to reduced travel and the grey fleet emissions reduced by 11% the business has now adopted a hybrid model for WFH
- Air travel reduced from 288 to 77 showing -73% reduction between year-end 2020 and year-end 2021; the business has embraced teams' meetings and justification for travel is required prior to booking flights

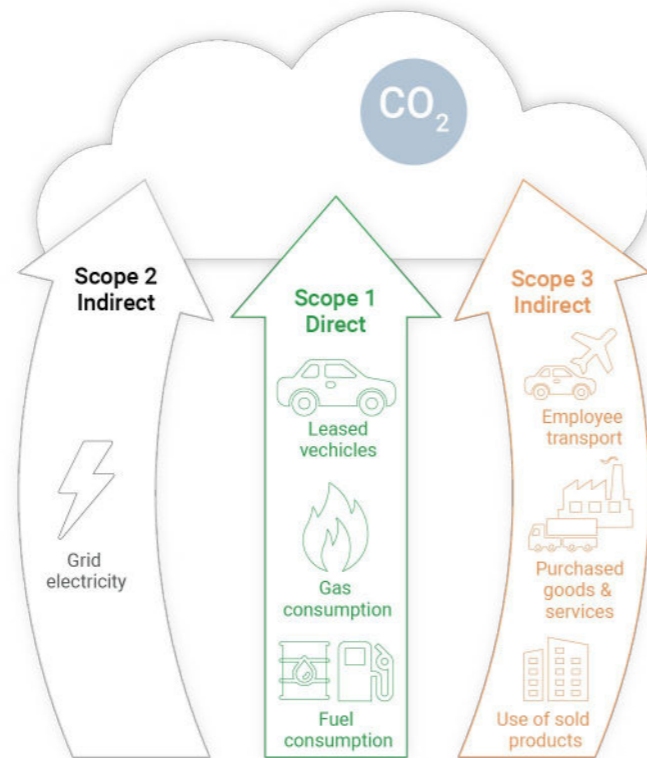


## PLANET | TRANSPORT

Scope 3 emissions take into consideration the carbon footprint generated by the supply chain, therefore tracking and reducing these emissions is key for the construction industry to meet the 2050 Net Zero Target.

These emissions are referred to as Scope 3 emissions or supply chain emissions, because they take into consideration the carbon footprint generated by the supply chain.

Upskilling and educating our supply chain is key to meeting the Net Zero Target 2050. Henry Brothers plan to upskill our supply chain through educating them on the Net Zero Agenda, and through gradually adding requirements to contracts, therefore giving sufficient time for supply chains to make the necessary changes to meet the Net Zero Target.



## PLANET | BIODIVERSITY

Henry Brothers has a 26-acre nature park which is a key element of our Biodiversity Strategy, specifically, educating the next generation of environmentalists. We offer local schools an Environmental Learning Programme in partnership with Ulster Wildlife, which allows pupils to learn outside the classroom in nature, with the donation of learning aids such as nature information boards, mini-beast hotels and bird tables. In total, Henry Brothers have engaged over 5000 students through pre-covid school visits to educate on biodiversity and environmental lectures to university students.

An interactive video was recently developed for local primary schools, to allow students to continue to learn about biodiversity during the COVID-19 pandemic and engage them in conversations about animal life cycles, food chains and flora and fauna found within woodland habitats. Current responses show the video to have reached 550 students throughout the local area.

Biodiversity also plays an important role in Henry Brothers Net Zero Carbon Strategy, particularly as we recognise the importance of woodlands for carbon sequestration. The enhancement and preservation of the company's nature park, which includes 50,255.97m<sup>2</sup> of tree cover, is an important element which can be used to offset residual emissions.

IMAGES RIGHT: SCHOOL VISIT TO HENRY BROTHERS NATURE PARK







### **BIODIVERSITY DAY EVENT WITH BUSINESS IN THE COMMUNITY** HENRY BROTHERS NATURE RESERVE

In the lead up to World Environment Day and to celebrate we held an event for 15 environmental and sustainability professionals within the industry.

This was held in our Nature Reserve to the responsible companies alike, who are going for the Business in the Community Biodiversity Chartership Award.

We demonstrated our commitment towards celebrating the environment by showcasing our commitment towards Environmental Education, by providing a tour of the site.

Ulster Wildlife also attended on the day to demonstrate the various environmental surveys that the local schools carry out when they visit the reserve and how we use the data

collected during the surveys, which is uploaded to the CEDAR database monitor the overall biodiversity in Northern Ireland.

Deborah also presented to members of the event on the day, taking them through the various initiatives that we carry out companywide at site level and into our local communities as a responsible employer in the areas that we carry out our work in.

We received very positive feedback on the day, with all members amazed that we have such a huge resource in the Nature Reserve.

If you know any schools that may be interested in taking part in our Environmental Education programme, please get in contact.



### **BOTANIC MINI BEAST HOTEL**

Deborah Madden, Group Quality and Environmental Advisor, visited Botanic Primary School in Belfast to deliver a presentation on Minibeasts and their importance to our environment. Primary one and Primary 2 pupils were the classes chosen as Biodiversity is currently on their curriculum, so they were treated to some interactive and fun learning about the environment.

A workshop was also part of the school visit, where Deborah demonstrated on how to build minibeast hotels using materials found in your own home and the outdoors. We have developed a partnership with the school and are looking forward to creating a much larger scale minibeast hotel project with the school to increase their points for the Eco-School.



**WELL DONE DEBORAH! P1 & 2 HAD LOVELY VISITS AND WE LEARNED ABOUT THE IMPORTANCE OF MINIBEASTS IN OUR ENVIRONMENT AND MADE SOME MINIBEAST HOTELS."**

- BOTANIC PRIMARY

We continually invest in the development of our people recognising that every individual is a key component of the Henry Brothers team, ensuring each is fully skilled to carry out their role to the best of their ability.

Training has many benefits and is contributing to company growth, improving our efficiency and effectiveness in delivering the best construction solution we possibly can for every client, every time, without fail.

Since 2018 annual investment in training comparative to annual turnover increased year on year, until we faced the Covid-19 pandemic in 2020/21. In what was an unprecedented year, training at Henry Brothers remained a key focus within our expenditure, with an average of 29 hours of training per person.

### COVID-19 RESPONSE

Facing the first Covid-19 lockdown we sent our workforce home and all face-to-face training halted overnight.

Our focus turned from on-site health and safety to keeping safe at home, keeping connected with our teams and looking after the wellbeing of every member of our personnel.

Training in the technology that we used to stay connected was high on our list of priorities and we soon found alternative methods of delivering training.

The need was great to guarantee that our teams stayed connected and felt secure in the knowledge that we would return to the workplace soon.

The usual Health & Safety on-site training and Plant & Equipment training was difficult during lockdown due to the hands-on nature of the topics, and once our personnel returned to work, the site personnel spent considerable time renewing health and safety certificates alongside their site work.

It was essential that we supported our personnel to deal with the current life conditions and we worked with Construction

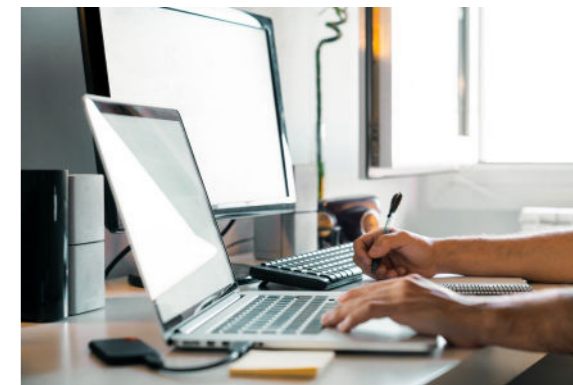
Industry Training Board NI to roll out an additional 34 hours in Bereavement and Loss Awareness training.

We also felt that it was important to increase the number of Mental Health First Aiders within the workforce. 100 hours of training focused on improving mental health in the workplace during 2020-21.

Working from home became the norm for many of our office-based staff and we ensured that they had the opportunity to learn about the correct Desk Screen Equipment (DSE) set up with 120 personnel having now completed training and assessments in relation to their home and/or office workstations.

Adhering to modern methods of construction and the evolution of client requirements, not just in terms of delivery of construction projects, but also in terms of corporate social responsibility and our footprint in the local region, are constantly evolving to the construction industry.

Our bespoke training courses, laying out improved processes and procedures and embedding our values and practices across the company, enables our workforce to understand client expectations and have the confidence to deliver on them.







#### COMMUNICATION

During 2019-20, we had a desire to build upon our 'Altogether Stronger' theme and capacity in terms of communications policy and procedures. We wanted to continue the rollout of this training, but in the face of lockdown we had to think of alternative methods of delivery.

Our bespoke training course that was delivered to teams in our Training Room reverted to training via telephone on a one-to-one basis. Face to face training to reinforce these discussions resumed as soon as possible once restrictions were lifted and a safe return to the workplace was in place.

#### INDUSTRY DEVELOPMENTS

Construction Sector issues and developments often dictates training needs and attention.

During 2019-20 our focus was on assessing fire risk and this year we worked with a local electrical engineering company to design a bespoke course on electrical safety, which was delivered to Site Managers, Contract Managers and Directors across the whole of the UK.

#### MANAGEMENT & LEADERSHIP

Training in Management and Leadership has been a long-term objective that commenced with the Board of Directors in 2017 and has continued at all levels of management of the company since then.

Many forms of training, various qualifications and courses are chosen, depending on the characters and needs of each individual.

Early in the year three Contracts Managers and our Planning Director achieved their NVQ Level 7 in Construction Senior Management.

#### TECHNOLOGICAL ADVANCEMENT

The advancement of new technologies within construction is something that we want to ensure that our workforce has the knowledge to utilize and with this in mind we partnered with Belfast Metropolitan College to deliver a course on Building Information Management (BIM) which commenced online during the 2020-21 academic year.

#### FORMAL QUALIFICATIONS

Personal Development is further demonstrated by our investment in achieving formal qualifications everywhere that we can.

Plant operators and Supervisors have gained various levels of NVQ qualifications in order to advance in their level of CSR Cards, and at higher levels others have qualified as Members of the Chartered Institute of Builders.

We also have personnel working toward professional qualifications including project management, environment, data protection and auditing.

#### STUDENT DEVELOPMENT

We believe that we as a company benefit from employing students either during their placement year, or as they study part-time for formal qualifications.

We currently have two Trainee Engineers, two Trainee Quantity Surveyors, all studying part-time, four Placement students and three Apprentice Joiners.

We work closely with the Further Education Colleges and Universities to support those personnel who are studying and working together, and we are continually seeking new links and providing new opportunities for young people within construction.

#### SUCCESS

Finally, during 2020 we celebrated winning the Belfast Telegraph Business Award for Excellence in the Development of Leadership & Management, an award sponsored by the Ulster University Business School.





## PEOPLE | HEALTH & WELLBEING

Health and wellbeing should be a priority for any business and is a key element of our employee focus. Improving staff health, wellbeing and engagement has therefore been a key target for the company over the past number of years; actively promoting and engaging in a wide range of activities to encourage this. We:

**01** Promote healthy lifestyle choices

**02** Provide health check-ups with our Occupational Health Provider

**03** Understand the importance of work-life balance and provide flexible working arrangements to support family life without impacting business needs

**04** Implement health and wellbeing awareness throughout the year



The Covid-19 pandemic has created a challenging environment for promoting and encouraging health and wellbeing to our workforce with personnel being more separated than ever before as a result of working from home or being on furlough, the company have had to quickly adapt and change the ways in which we promote health and wellbeing due to lockdown and government restrictions.

## COVID-19 RESPONSE

In March 2020, we found ourselves working in a way we never have before. A number of key personnel quickly transitioned to remote working, with a small site team appointed to work on an essential project and the remainder of personnel being placed on furlough.

Throughout the Covid-19 pandemic communication soon became a vital part in ensuring our workforce remained connected, engaged and felt supported by the company during such uncertain times.

During the pandemic the company:

- Paid all employees on furlough 100% pay for 3 months
- Displayed posters to create awareness of Covid-19 and adapted the working environment for a safe return to the workplace including return to work videos and inductions
- Partnered with Mark Shiels Fitness, a local gym, to provide 10 fitness videos during March / April 2020
- Hosted a virtual Quiz night
- Completed weekly welfare calls to all personnel, whether they were working from home or on furlough. In the period from March 2020 to March 2021 a total of 535 hours or 10 hours per week were devoted to this one initiative.
- Introduced lateral flow testing for all Group and sub-contractor personnel working on Henry Brothers sites



## CONNECTING OUR PEOPLE

Microsoft Teams and Yammer became the main collaboration tools to keep our people connected. We used Yammer to keep all personnel up to date on all Covid-19 updates, including publishing a personal message from our Managing Director, as well as publishing videos and photos of the steps taken by the company to ensure a safe return to the workplace.

## PHYSICAL WELLBEING

Our workforce were encouraged to look after their physical and mental health in February 2021 under a new programme offered to all personnel. The company partnered with RE: Health & Fitness and AWARE NI to provide our workforce with a brand-new 6-week programme – ‘The Fitness Factor’.

The Fitness Factor delivered much



KEITH BIGGER, RE: HEALTH & FITNESS PERSONAL TRAINER, ALONG WITH SOME OF THE PARTICIPANTS IN OUR 6-WEEK FITNESS FACTOR PROGRAMME

more than both the company and participants had ever anticipated; participants were amazed by the numerous health benefits such as improved sleeping pattern, more energy, better understanding of nutrition, along with enhanced mental health and weight loss for most, never mind the social benefits.

100% of participants confirmed they enjoyed the fitness factor, with 95% stating they would recommend other colleagues to sign up if the

programme was offered again.

In addition, we have carried out random Alcohol & Drug screening throughout all sites, supported by awareness posters displayed around sites / offices highlighting the effects of drugs and alcohol on the human body and individual lives.

Other health initiatives included:

- Tackling Obesity Newsletter Article

- Porridge Bread Recipe Newsletter Article – Healthy food swap
- Men’s Health Week Quiz
- Covid Delta Variant Awareness
- Breast Cancer Awareness
- Occupational Health Support

## MENTAL WELLBEING

Mental health is a priority at Henry Brothers particularly given industry statistics on increased poor mental health within the construction sector. We adopt a proactive approach by equipping staff with the skills and confidence to deal with mental health issues at work and given the high suicide rates within our industry, we also adopt a proactive approach to take action and raise awareness.

To break the taboo around mental health, we continually raise awareness of the importance of protecting and promoting our own

mental health as well as recognising the symptoms of mental health problems. To do this, we promote good mental health through various initiatives such as:

- Signing up to a Mental Health Charter with the Equality Commission for NI
- Partnership with mental health charity Aware NI
- Provision / regular promotion of the Company Personnel Assistance Programme
- Trained mental health first aiders
- Trained staff in loss & bereavement
- Virtual Tea & Talk during Mental Health Week
- HR Director Mental Health article in NI Chamber Ambition Magazine
- Hosting Virtual Tea Breaks to keep personnel connected





## SUPPORT & RESOURCES

We have an open-door policy and encourage feedback to review how we can support our personnel.

In 2020 we conducted a Staff Engagement Survey which highlighted that 81% of personnel agree that the company addresses Health & Wellbeing issues that are important to them as outlined in the figure right.

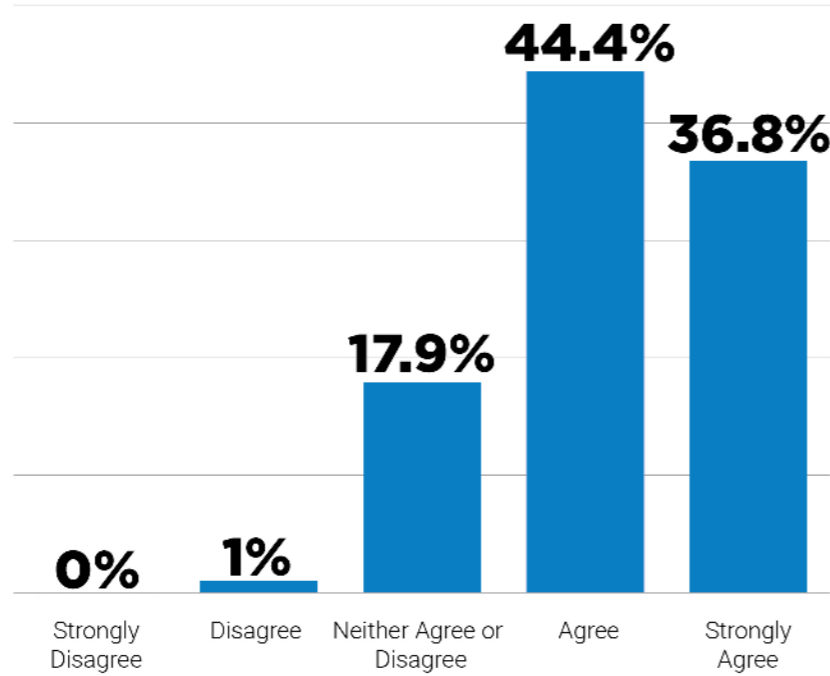


Figure 1: My company addresses Health & Wellbeing issues that are important to me

85% confirmed they agreed or strongly agreed that they would recommend the Company as a great place to work as outlined in Figure 2 below.

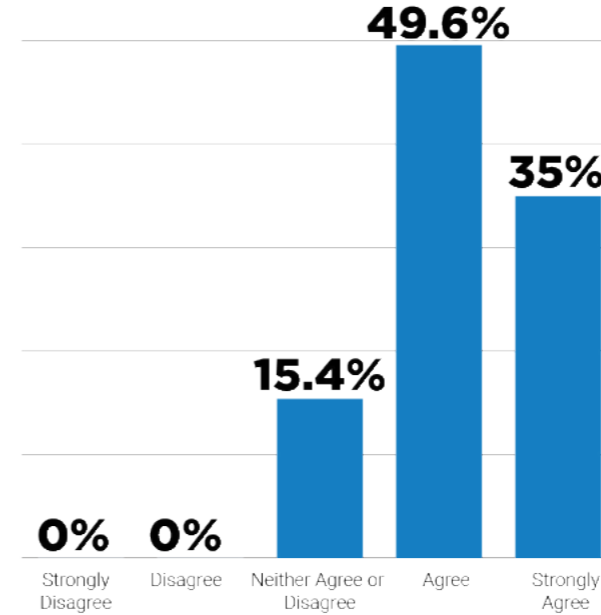


Figure 2: I would recommend my company as a great place to work.

91% of staff also confirmed they agreed or strongly agreed that their Line Manager is considerate to their life outside of work as outlined in Figure 3 below.

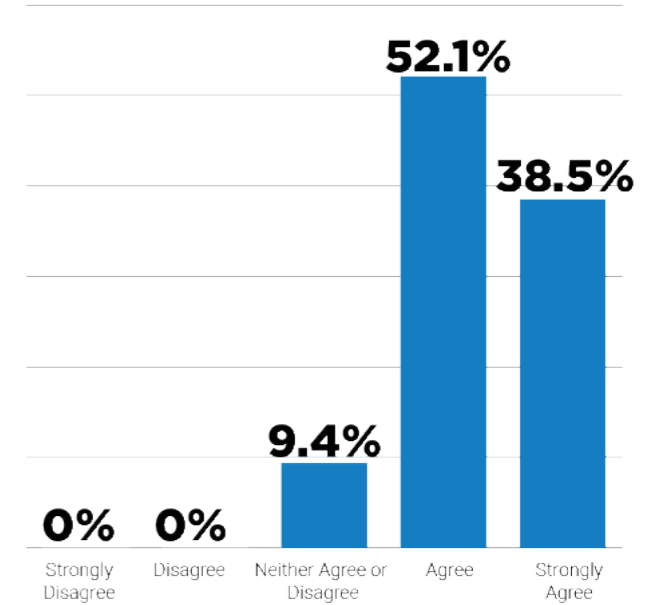


Figure 3: My line manager is considerate of my life outside of work

**SOME COMMENTS FROM  
THE STAFF ENGAGEMENT  
SURVEY ON THE SUPPORT  
AND RESOURCES  
AVAILABLE INCLUDED:**



"I've never felt so supported in an organisation. Proud to be part of the HB Team."



"Staff engagement has been difficult over the last 12 months due to Covid-19 but to it's credit the company has made a genuine effort to embrace the challenges presented and reach out to it's staff in as many ways as possible."



"Great I am very inspired by the ethos and values of Henry Brothers. I am proud to work for such a well renowned business and know that from the inside out the company are moving forward trying to have a positive impact on the environment, social causes, local schools, local communities and within the workforce. I took part in the recent initiative with Aware NI and Re:Academy and found the process very engaging and rewarding"



"I firmly believe the Company is grounded on sound principles and has focused on development of the company core business, company profile, community initiatives and most notably over a number of years the development of and communication with its people. It is a pleasure to work for such an 'Employee Resource' focused organization.

The response and leadership they have shown throughout the past year in relation to the challenges of C-19 has been second to none and only serves to underline the principles adopted by the Company and their Commitment to deliver on them, for the wellbeing of their employees and extending this to their clients and sub-contractors"



**OTHER SUPPORT INCLUDES:**

- Company Personnel Assistance Programme
- Trained suicide intervention staff
- Trained loss & bereavement staff
- Awareness poster e.g., financial stress posters
- Free Will Writing Service
- Family Friendly Policies



**SOCIAL VALUE**

Going beyond legal compliance and not only seeking to add value to our company by contributing to employee well-being and engagement we also focus on social cohesion, inclusion and equal opportunities within project Social Value commitments and Key Performance Indicators (KPIs). Our projects and partnerships with our supply chain support the delivery of a variety of paid employment opportunities for the local communities in which we operate, such as opportunities for:

- Those not in employment, education or training (NEETs)
- Trainees
- Apprentices
- Placement Students
- Graduates / Education Leavers

During 2020/21 we delivered a total of 45 paid employment opportunities across 5 Social Value projects. The added value these opportunities bring to the local community beyond the monetary value of the wage paid, increased spending in the local economy and reduction on government support and funding, is immeasurable. They create a more inclusive society and a diverse workforce, by providing a range of opportunities for those who might otherwise struggle to gain such opportunities and positively contribute to society in the way that would wish.



SCHOOL WORK EXPERIENCE STUDENT, JAMES, ON SITE ALONG WITH MEMBER OF H&S DEPT

**“ WE ARE AN EQUAL OPPORTUNITIES EMPLOYER, STRIVING TO SHAPE A CULTURE FOCUSING NOT ONLY ON EQUALITY, DIVERSITY AND INCLUSION BUT BEYOND THAT BY COMMITTING TO CREATE A FAIRER AND MORE EQUAL SOCIETY FOR ALL.**

**SCHOOL ENGAGEMENT:**

We continually seek the opportunity to ensure careers advice and engagement, placement and recruitment processes are in line with the 'Generation Z' requirements and expectations (i.e., those born between 1997 and 2012) ensuring optimal and sustained engagement levels, maximising positive outcomes.

We strive to empower young people with the knowledge and information on the routes into the construction industry and what opportunities are available to them.

During 2020/21 school careers engagement initiatives could only be delivered virtually as teachers, students and their families had to quickly adapt to the challenges of home schooling and a completely new way of learning. During this

period, we partnered with the Construction Industry Training Board for a Virtual Work Experience Event. We engaged with 96 young people from 25 schools for this event.

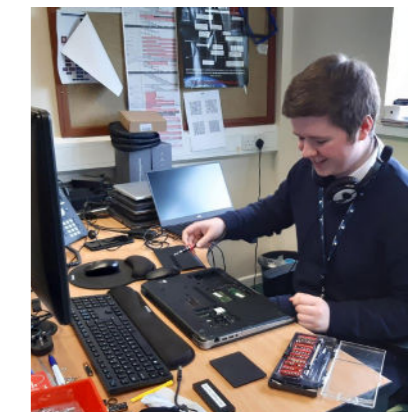
**38%** of attendees were female

**33%** of attendees were non-white ethnicity

**700%** increase in young people feeling confident about their future in the world of work after the event

**81%** are now pursuing a career in the construction industry after the event, this was just 25% before the event

We continue to develop and maintain links with schools in the local area and those near our regional offices and sites, providing support where we could throughout lockdown through our book and digital equipment donations.



IT PLACEMENT STUDENT, SAMUEL

## AGEING WORKFORCE

We currently have an ageing workforce with half over the age of 50 and only 16% under the age of 30, as outlined in the chart below.

Research conducted by the Chartered Institute of Builders (CIOB) suggests that various factors have contributed to this industry wide problem: reduced numbers of young people entering the industry, employees being unable to afford to retire, inadequate pension plans and young migrant workers returning home.

With an ageing workforce and the skills shortage in the industry, it is vital for us to look after our employees and encourage diversity. This is supported by our extensive portfolio of inclusive health and wellbeing initiatives developed to appeal to all age groups.

In 2020/21 we have implemented initiatives such as:

- Free will writing service for all employees
- Participation in the Business In The Community Age Inclusive Network – a collaborate network for sharing best practice and the development of an Age Inclusive Plan which will be delivered during 2021/22 and beyond.

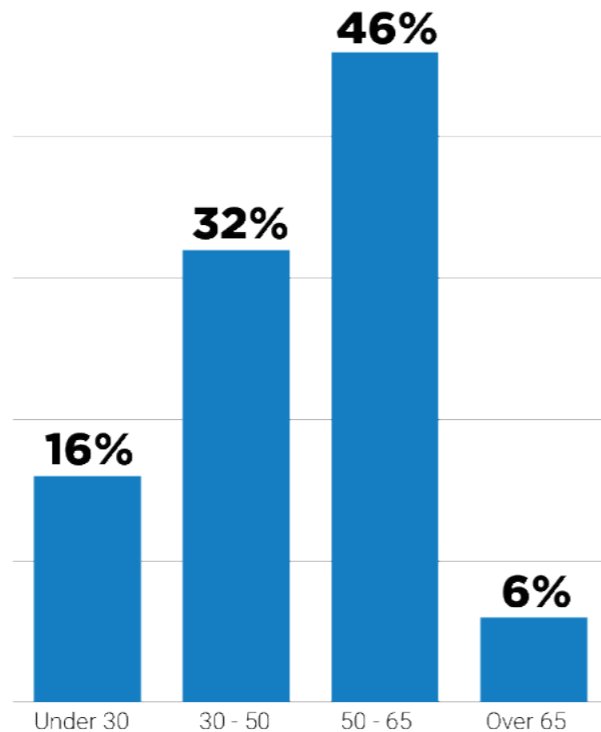


Figure 4: % of Workforce by Age Group (2021)

## GENDER

We have a predominately male workforce, but this has been a challenge faced by the wider construction industry for many years. To address this issue we have undertaken a wide variety of initiatives, particularly outreach programmes, and developing awareness around gender equality and career opportunities in the industry. These actions have led to a steady and sustained gradual increase in our female workforce over the past 10 years.

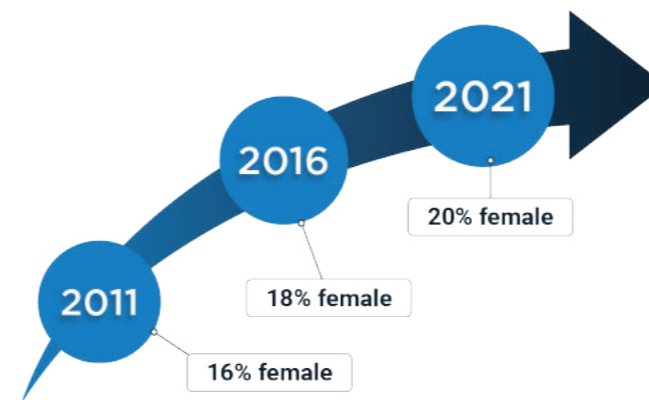


Figure 5: Female Workforce Representation growth in the past 10 years

Initiatives we have taken part in or supported to promote gender equality during 2020/21 include:

- International Women's Day – social media post
- 10 females attended Institute of Directors Women in Leadership Conference
- Membership of CITB Women in Construction Network
- International Men's Day – social media post
- Showcasing women in the construction industry – 5 female personnel completed articles for the construction industry Specify Magazine





### VOLUNTEERING

Staff involvement in volunteering initiatives such as:

- Monthly food donations to Trussell Trust Foyle Foodbank, positively impacting on those most in need during the pandemic
- Delivering groceries / medical supplies to vulnerable members of the community when on furlough
- Making scrubs for front line workers when on furlough
- Litter picking and maintaining green spaces in the local community when on furlough

The generosity of our workforce is often quite overwhelming and very humbling, given that many have their own personal struggles but still recognise the importance of helping others in need.

LEFT: VOLUNTEERS DOING OUTSIDE MAINTENANCE AT WOMEN'S AID



### OTHER DIVERSITY & INCLUSION INITIATIVES

Other activities include:

- Equality & Diversity Policies
- Occupational Health referrals for Phased Return to Work Plans
- Membership of Mid Ulster Skills Forum
- Membership of Equality Commission STEM Employers Equality Network
- Membership of NI Business and Human Rights Forum
- SIB Case Study – attracting young woman and girls into the industry





Community Engagement and Partnering has always been a huge part of our business and has grown significantly in line with our CR Strategy, commitment to the UN SDGs, Considerate Constructors Scheme project commitments and overall performance improvements as part of CORE assessments and benchmarking.

The Covid-19 pandemic has had a significant impact on our ability to deliver community engagement and partnering activities for 2020-2021. With periods of lockdown, social distancing and education closures, etc., many of our annual regional office or project specific activities have been cancelled or postponed until restrictions have been removed. Having reached in excess of 1400 students through a variety of education partnering initiatives during the previous year for example, we have had to adapt how we engage with the use of IT solutions where possible.

### VIRTUAL EDUCATION ENGAGEMENT

As a Company we partnered with CITB for the delivery of virtual Work Experience Events and Apprentice Recruitment. This expanded our reach engaging with 25 schools situated across the province. Whilst these initiatives proved to be highly successful, we very much see them adding to our education engagement portfolio going forward rather than replacing the many face-to-face employability activities and events we attend or host each year including site tours and trades taster sessions.

#### Virtual Work Experience Feedback:

- 700% increase in young people feeling confident about their future in the world of work after the experience
- 81% are now pursuing a career in the construction industry after the event, this was just 25% before the event

#### Apprentice Opportunities:

- 2 new apprentices recruited through this programme

We also supported a virtual Careers Fair for Ulster University in November 2020 and whilst numbers reached were less than in previous years, those who registered to attend were very engaged, adapting well to this new way of operating and indeed asking many more questions than would have been the case with face-to-face events.

Live feed video link up with local schools ensured our biodiversity education programme continued to inform and inspire 550 children throughout the pandemic. Again, this will be used as an extension to our portfolio going forward allowing us to partner with more schools from other areas who do not have the opportunity to travel to our Company Nature Park.



IMAGE: SCHOOL VISIT TO HENRY BROTHERS NATURE PARK



## FOODBANK APPEAL

Recognising the hardship the pandemic created for many families, we partnered with the Trussell Trust Foyle Foodbank with a monthly foodbank appeal supported by our workforce and supply chain.

## CHARITABLE DONATIONS

Whilst the pandemic postponed fundraising efforts and Company volunteers travelling to Uganda to build a new school as part of our 2nd year of a 3-year partnership with Rainey Grammar and Abaana, a Christian based charity which invests in Children in Africa, helping them to break the chains of poverty, through education; we continued to support a range of children's charities struggling as the result of the pandemic including Angels Wishes.

Angel Wishes is a small Northern Ireland charity which supports children with cancer related



ABOVE: DELIVERY OF DONATIONS TO TRUSSELL TRUST FOYLE FOODBANK BY HENRY BROTHERS SITE MANAGEMENT

BELOW: ANGEL WISHES CHARITY LOGO



conditions and their families from the moment their child is diagnosed and their lives are thrown into turmoil. This support, including financial support, was never more needed amidst a pandemic when life was creating so much uncertainty for everyone and cancer treatments were being cancelled or postponed.

Workforce charitable giving to a wide range of charities was also supported through the provision of a Payroll Giving Scheme, for which we have been awarded a Silver Payroll Giving Award by HM Government in recognition of our decision to foster a culture of philanthropy and committed giving in the workplace, by making Payroll Giving available to our employees.

Ofcom estimate that up to 30,000 young people across Northern Ireland alone didn't have access to a laptop, desktop or tablet. As a result, many young people across Northern Ireland

and the UK were unable to connect with teachers and friends and couldn't learn at home whether self-isolating or during school closures. We were delighted to be able to donate spare ICT equipment through the Business In The Community Digital Donations Appeal to support their continued learning.

## EMPLOYMENT & TRAINING OPPORTUNITIES

During 2020/21 we have continued to provide a wide range of employment and training opportunities for those identified as New Entrant Trainees in line with Buy Social requirements and Social Value commitments for public sector projects. We delivered the following opportunities across 4 public sector projects during 2020/21:

- 22 Apprenticeships
- 2 Graduate/Newly qualified recruited
- 3 Traineeships
- 5 Placement Students
- 2 NEETs (Not in Education, Employment or Training) recruited



HENRY BROTHERS DIGITAL DONATIONS HELPING TO KEEP CHILDREN CONNECTED DURING THE PANDEMIC

## PROFESSIONAL TRAINEE

Teri joined Henry Brothers' Quantity Surveying team as a professional trainee in September 2020, working on a project with a Buy Social target of 416 weeks of employment for people who are disadvantaged in the labour market.

When Teri was asked what do you think you'd be doing if you hadn't got the job with Henry Brothers for a Buy Social Case Study? Teri stated:

“If I hadn't got the job with Henry Brothers, I would still not be gaining full job satisfaction and not developing my career to the best of my ability. I would be heading in the wrong direction of where I want to be. If I could give one piece of advice for all the girls out there who want to pursue a career in construction – do it, because you can wear your high heels but also your safety boots!”



PROFESSIONAL TRAINEE QUANTITY SURVEYOR - TERI

## PLACEMENT STUDENTS

Rokeeb and Ben joined Henry Brothers Midlands team as a Site Management Placement Students in 2020.

Rokeeb told us:

“When searching for a work placement I had a few objectives I wanted to achieve from the year out. Hands on experience with challenging work, skills that are essential for my career path and the ability to apply and refine my existing technical knowledge. All these expectations were surely met in my role as a student placement site manager based on the Nottingham Trent University Enterprise & Innovation Centre. This year has posed its challenges with a steep learning curve but the skills I've gained are invaluable.”



PLACEMENT STUDENTS, ROKEEB AND BEN, WORKING ON NOTTINGHAM TRENT UNIVERSITY PROJECT

Ben told us about his placement year with us:

“I have been based at NTU Clifton working closely with the site team on both the handover stages of MTIF and now Clinical Skills. With this project due to handover at the start of December, I will be leaving Clinical Skills near enough at the same stage MTIF was when I joined, therefore although slightly backwards I will have experienced a full cycle of a project from pre-construction to handover. I have learnt so much in such a small amount of time and skills that I will use to progress throughout my future career within this industry.

My year with Henry Brothers has been invaluable and I would like to say a massive thank you to everyone who has helped me over the year. I will miss working at Henry Brothers but hope that this isn't the end of my time with this great company.”





## APPRENTICESHIP

Levi is an Apprentice Joiner. He has been attending College one or two days per week and currently completing his Level 3 NVQ in Site Carpentry and Joinery. He has gained experience on a variety of construction projects as well as supporting our maintenance joinery division. Levi tells us about his progress:

“ I am pleased to be nearing the end of my level 3 in site carpentry and joinery. Some parts of the course have been difficult with having to work from home with the college being shut due to covid, but with the help of tutors, on site learning every day and with the support from Sandra in the Training & Development Dept, on site management teams and my supervisors, I have been able to progress in my course. I look forward to qualifying as a Joiner next year and furthering my career in the construction industry.”

LEFT: APPRENTICE JOINER, LEVI, GAINING EXPERIENCE ON HENRY BROTHERS PROJECT

## STAKEHOLDER ENGAGEMENT

There are 5 main parts to our stakeholder engagement approach:



Ultimately, our engagement approach should identify actions that focus on key stakeholder topics and illustrate how their voice informs the actions we undertake, and the value delivered. Key stakeholders and stakeholder groups are identified and prioritised

within our Stakeholder Engagement Policy. However, as outlined in our policy the stakeholders we have identified is not an exhaustive list. Additional stakeholders may be identified because of particular projects or business operations.

During 2020/21 we partnered with a new stakeholder: mental health charity – AWARE. This partnership has and continues to play an important role as we support the mental health and wellbeing of our workforce throughout the pandemic, including supporting our Fitness Factor Programme which was also delivered in conjunction with RE: Health & Fitness a local gym. Again, the use of virtual engagement and IT solutions supported the delivery of this programme – connecting our workforce who are located across the UK.



HENRY BROTHERS TEAM UP WITH MENTAL HEALTH CHARITY AWARE



## MARKETPLACE RESPONSIBILITY



COLLABORATION WITH CLIENTS AND OUR SUPPLY-CHAIN

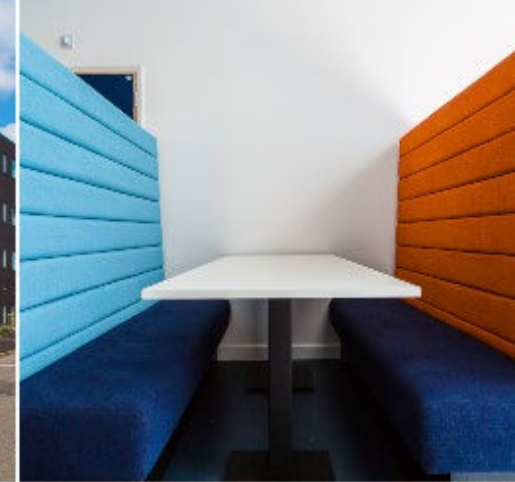
Our annual Environmental & Quality Research Programme was unaffected by the pandemic with the appointment of a Queens University Masters Placement Student who completed a research project on a Carbon Analysis of Construction Techniques.

This in turn led to the development and approval of the Group Net Zero Carbon Strategy 2050 and our collaboration and sharing of knowledge with other industry leaders to develop a Carbon Literacy Training Programme which will be rolled out to our respective workforces and to wider business going forward.

As a result of our leadership in this area, our Group Environmental & Quality Manager, Charlene Jones, delivered a presentation on Transitioning to a Net Zero Business at a NI Chamber event open to both members and non-members.

2021 will also see the exciting delivery of our first Zero Carbon Build, into which our Environmental Team have had considerable input and influence as a design and build project.

Project toolbox talks/awareness training remain key to enabling us to not only share knowledge with our direct workforce but also with our extensive supply chain. Despite the challenges faced by the pandemic we delivered 463 hours of training for supply chain personnel during the past year, which equates to approximately 3 hours per employee.





## RESPONSIBLE LEADERSHIP

Responsible Leadership extends across the 3 key themes of the CR – People, Planet & Place. It is also delivered through active support for organisations across all levels of the Henry Group.

Group Managing Director, David Henry, is an Institute of Directors NI Committee Member, sits on the Board of Governors for Rainey Grammar and Construction Employers Federation Committee Member.

Group HR Director, Julie McKeown, commenced a role on the Policing and Community Safety Partnership who work to make the community safer and is an active member of the IoD HR Leaders Forum.

Group HR & CR Manager, Jennifer Cruickshank, and Group E&Q Manager, Charlene Jones, each

continued to play key roles in CR Responsible Leadership as members of the Business In The Community PLACE Leadership Team and ENVIRONMENTAL Leadership Team respectively as well as other Employability and Environmental Forums.

Group HR Advisor and Equality, Diversity & Inclusion Champion, Shannon McGilligan, also has taken up membership of the NI Business & Human Rights Forum.

Group CR Director, Ian Henry, dedicated in excess of 220 hours to the NI Chamber of Commerce and Industry alone having just been appointed President as the UK entered lockdown as a result of the global pandemic. Ian was at the 'coalface' of the Northern Ireland and UK wide Covid response effort to



ensure businesses, their workforces and our communities remained fully supported throughout this unprecedented period.

Many more of our personnel devote large proportions of their free time to a wide range of organisations whether to support physical or mental wellbeing, provide a range of opportunities for the children in our communities, improve the environment we all live in, etc., and for that they should be applauded. We have even celebrated the community spirit of those who volunteered their free time or whilst on furlough to support others during the pandemic through our Company Newsletter, as they have shown real responsible leadership during the most difficult of times.

**RIGHT:** GROUP CR DIRECTOR, IAN HENRY, SPEAKING AT LAUNCH OF NI CHAMBER CLIMATE CHANGE, DECARBONISATION AND NET ZERO 50 REPORT





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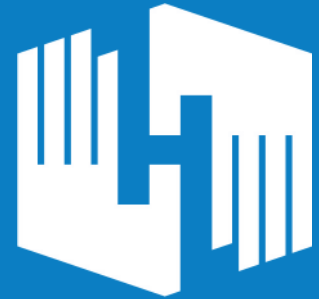
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