



HENRY BROTHERS

CORPORATE RESPONSIBILITY REPORT

2024 2025

Altogether Stronger



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INTRODUCTION | STATEMENT FROM MANAGING DIRECTOR

We are delighted to share with you our CR Report for what has been yet another truly exceptional year for us all. A year in which we had the tremendous privilege to be awarded the King's Award for Enterprise for Sustainable Development. This achievement underscores our ongoing commitment to responsible business practices, something which is instilled deep within the culture of our organisation and very much part of our DNA. Sustainable practices have been at the heart of Henry Brothers' operations since its inception, and we make a conscious effort to minimise our environmental impact while maximising positive social and business outcomes under the leadership of our CR Director – Ian Henry.

This is an incredible milestone in Henry Brothers' history and one we happily celebrated with Henry Group personnel at a private reception hosted at Hillsborough Castle, at which we were formally presented with the Award by the Lord Lieutenant of Londonderry, Alison Millar.



Continued

Sustainability is one of our key Core Business Values. Conducting our business responsibly whilst making a positive impact on the environment and within our communities. Another key Core Business Value is to be Considerate and Dependable. Our colleagues, communities, clients and supply chain reliably know what they can expect from us. This ethos is instilled deep within the culture of our organisation and is very much part of who we are as a company

This Report reflects back on our CR progress and achievements during our CR Strategy for 2022-2025 and highlights both the successes and challenges we have faced along the way, and it is our learning from these successes and challenges that will help us go on to develop our Strategy for the years to come.

David Henry Managing Director

MISSION AND VALUES



HENRY BROTHERS



MISSION:
To deliver the best construction solution we possibly can for every client, every time, without fail

CORE VALUES:

INTEGRITY
Demonstrating strong ethical standards with openness, honesty and respect



PREMIUM QUALITY
Striving to deliver the finest solution in a safe working environment



SUSTAINABLE
Conducting our business responsibly whilst making a positive impact to the environment and within our communities



CONSIDERATE AND DEPENDABLE
Our colleagues, communities, clients, supply chain reliably know what they can expect from us



AGILE AND INNOVATIVE
Being proactive, flexible and working collaboratively to achieve the best possible outcomes



ALTOGETHER STRONGER





INTRODUCTION | STATEMENT FROM CR DIRECTOR

2024/25 has been a year in which we have celebrated continued business success and growth. Henry Brothers Construction celebrated their tenth anniversary with record turnover and growth. We also made substantial progress on key projects, including Queen's University Belfast-led Advanced Manufacturing Innovation Centre and the DVA Test Centre in Mallusk. As a result of this business growth we have continued to see substantive growth in the delivery of Social Value commitments across all projects in support of client social, economic and environmental priorities, targets and strategies.

I was also honoured to be named High Sheriff of Londonderry and I am grateful to have the opportunity to connect and engage with local charities, community groups, and businesses to enhance the area in which many of us call home. I am fortunate to have worked with a number of these groups already and delighted that I have the opportunity to build on these relationships over the 12 months I will be in office. This appointment also provides me with an additional platform by which I will advocate the benefits of responsible business practices and showcase best practice and innovation.



With the benefit of delivering a wide range of design and build construction projects, we have a very important opportunity to demonstrate marketplace responsibility by offering our clients a variety of construction solutions with positive social, economic and environmental impacts not only during the construction phase, but during the whole life of the building. This approach has resulted in, for example, our Alfreton Park Community SEND School project in Derbyshire being awarded Project of the Year for Inclusive Design in the Education Estates Awards and Sustainable Development of the Year in the East Midlands Brick Awards. It is only through strong collaborative partnerships with our entire workforce and many stakeholders that our continued success has been both possible and realised. It is this working together that makes us 'Altogether Stronger'! Many thanks to every single person who has contributed to these wonderful achievements -

Together Everyone Achieves More

ABOUT US |

AWARDS & ACHIEVEMENTS

Key CR Successes

- RoSPA Health & Safety Awards **Gold Medal**
- **ISO 9001 Accredited**
Quality Management System
- **ISO 14001 Accredited**
Environmental Management
- **ISO 45001 Accredited**
Occupational Health & Safety Management



- **ISO 27001 Accredited**
Information Security Management



- BITC NI Business & Biodiversity Charter 2024 **Platinum**
- **King's Award 2024** Award for Enterprise for Sustainable Development
- **Ian Henry appointed High Sheriff of Londonderry**

- **RIBA National Awards 2024 Winner**
Alfreton Park Community SEND School
- **RIBA East Midlands Awards 2024**
Alfreton Park Community SEND School project Winner of Building of the Year
- **RIBA East Midlands Awards 2024**
Alfreton Park Community SEND School project Winner of Regional Award
- **East Midlands Brick Awards 2024**
Alfreton Park Community SEND School project Winner of Sustainable Development of the Year
- **Education Estates Awards 2024**
Alfreton Park Community SEND School project Winner of Project of the Year – Inclusive Design
- **Civic Trust Awards 2024**
Alfreton Park Community SEND School project Winner of Special Award for Education



ABOUT US |

AWARDS & ACHIEVEMENTS

Key CR Successes

- Considerate Constructors Scheme National Site Awards 2024 **University of Manchester Brickwork Renewal Project Silver Award**
- Considerate Constructors Scheme National Site Awards 2024 **RAF Lossiemouth Austere Accommodation & Aircraft Wash Project Bronze Award**
- Considerate Constructors Scheme National Site Awards 2024 **Alexander Barracks Soldiers Centre at the Army Training Centre in Pirbright Project Bronze Award**
- Deloitte Best Managed Companies Award **Platinum** (10th consecutive year):



- BITC NI Environmental Benchmarking Survey 2024 – Platinum



- Business Eye Sustainability Awards 2024 – Highly Commended Sustainable Company of the Year

ABOUT US |

ALIGNMENT TO SDG'S AND SOCIAL VALUE PRIORITIES

As outlined in our CR Strategy, a robust set of social value key performance indicators (KPIs) have been developed to align with the UN Sustainable Development Goals (SDGs) and which also support the delivery of the national social value priorities of:

- Helping local communities to manage and recover from the impact of Covid-19
- Tackling economic inequality
- Fighting climate change
- Equal opportunity
- Wellbeing

Our KPIs align to the following SDGs



PLANET |

NET ZERO CARBON STRATEGY

“JOURNEY TO NET ZERO CARBON - 2% REDUCTION PER ANNUM TOTAL GHG EMISSIONS.”

Social Value KPI	SDG Target	Achieved
SV KPI P 1.1 Eco Cabins *60% saving in energy use through efficient site set up (based on comparison case study)	7.3 12.2	Achieved
SV KPI P 1.2 Switching 100% of company cars to electric or hybrid by 2025. Projected saving of 2.8% reduction or 37.5 tonnes CO2e.	3.9 7.3 13	In Progress
SV KPI P 1.3 Land holdings planting scheme *(research study demonstrates a potential of 1000 tonnes of CO2 saving after 10 years)	11.b	Achieved
SV KPI P 1.4 Maintenance regime accounts for 1% CO2 saving per annum	7.3	Achieved
SV KPI P 1.5 Energy Management Plan to be launched Spring 2022 will account for approx. 1% saving per annum.	7.3 12.5	Achieved
SV KPI P 1.6 Energy reduction (Site based KPI's) for energy, water and waste.	7.3 12.5	Achieved

PLANET |

NET ZERO CARBON STRATEGY

We are well on our way to achieving

100%

Electric or Hybrid Company car fleet.

Site based energy reduction KPI's are in place and achieved annually for ongoing projects | for energy, water and waste.

Site Targets Data	KPI
Water	14.7m3 / £100k project value
Waste Generated	>11.1T/100m3
Waste Recovered	>95%
Energy CO2e	0.2/£100k project value

In 2024, Henry Brothers was honoured with the prestigious King's Award for Enterprise in Sustainable Development, recognising the company's long-standing commitment to reducing environmental impact and driving sustainability in construction. This accolade reflects not only our efforts to cut carbon and embed greener building practices, but also our wider contribution to the Planet – through education, biodiversity and innovation. A standout example is the 27-acre Nature Reserve at our Head Office in Magherafelt, Northern Ireland, which supports local wildlife, promotes biodiversity and serves as a living classroom – engaging over 5,000 pupils, to inspire the next generation of environmental stewards.

We continue to make strong progress in reducing energy use, water consumption and construction waste across all operations. These environmental metrics are monitored in real-time through SustainIQ, a central platform that captures data from every site. This allows us to track performance, identify improvements, and drive accountability, ensuring we meet and exceed our sustainability targets year on year.

On our Queen's University Belfast Advanced Manufacturing Innovation Centre and Driver & Vehicle Agency Mallusk sites, where connection to the grid wasn't feasible, we employed hybrid generators paired with battery storage systems to reduce reliance on diesel. This set up helped to reduce fuel use and carbon emissions. To ensure continued performance, energy usage and CO2e emissions are tracked weekly, allowing the team to monitor effectiveness and make data-driven adjustments in real time.



HB Staff support Friends of the Park Manchester – Litter Picking UoM CB



Education partnering with Beacon Barracks Stafford Project – donation of benches & planters to Parkside PS



Enhancing biodiversity in Manchester City



Biodiversity Workshops Earlview & Carnmoney Primary Schools



PEOPLE DEVELOPMENT |

FUTURE PROOF OUR WORKFORCE

Social Value KPI	SDG Target	Achieved
SV KPI PD 1.1 To increase annual investment in training comparative to annual turnover year on year to date	4.4	Achieved
SV KPI PD 1.2 Deliver an average of 20 hours of training per person per year	4.4	Achieved
SV KPI PD 1.3 Deliver an average of 1.5 hours per employee per year	4.4	Achieved
SV KPI PD 1.4 Deliver a minimum of 20% of all training to subcontractors & suppliers per year	4.4	Achieved
SV KPI PD 1.5 To increase environment / environmental compliance training as a proportion of all training delivered each year by a minimum of 3% by 2025	4.4 13.3	Achieved
SV KPI PD 1.6 To complete all ‘Altogether Stronger’ themed Communication Training by 2025	4.4	Achieved
SV KPI PD 1.7 Deliver Carbon Literacy Training to 20% of top tier Supply Chain by 2025	13.3	Achieved



Annual investment in training increased by 3.4% to £333k. Training Hours for personnel also increased by 21% to almost 6k hours. Average hours in training per employee this year was 30 hours.

A Carbon Literacy training delivered mostly via short awareness sessions or Toolbox Talks were delivered by our Sustainability team this year, and counted for over 84 hours’ worth of training. This training reached over 260 subcontractor personnel as well as Henry Brothers workforce.

Other significant training during 2024/25 included the delivery of a professional Leadership and Management training course at both ILM (Institute of Leadership & Management) Level 3 and Level 5 to senior and middle management across the Henry Group. We increased the number of long-service employees holding NVQs (National Vocational Qualifications) in their specialist areas. We also made a particular focus on the value of Planning by all departments, the importance of a high level of Information Security Awareness and we introduced a new, professional online Company Induction portal for the onboarding and exiting of personnel.

PEOPLE DEVELOPMENT |

FUTURE PROOF OUR WORKFORCE



Graduations: First Class achievement by Joel Henry



Graduations: Aoife McClafferty graduates with flying colours



Graduations: Isaac Marriott masters Quantity Surveying to a new level



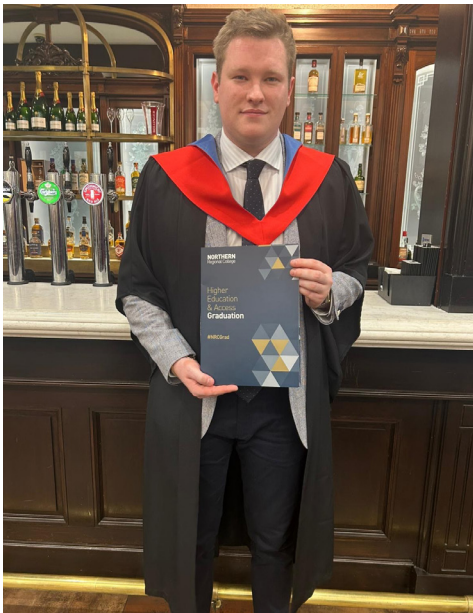
Anderson Interiors Manager, Steven Hamilton, completed Advanced Manufacturing Leadership Programme



Andrew Gallick receives Timoney Leadership Institute Award



Matt Clowes NVQ L6 qualification for Manager



Graduations: Celebrating Adam Brown's Graduation



Henry Brothers celebrates Apprentice Award for Sam Lennox



Przemyslaw Polak achieves Site Manager qualification



NVQ Level 3 qualification certificates celebrated by Bricklayers & Joiners



Jim Roy NVQ qualification for Manager

HEALTH & WELLBEING |

SUPPORTING THE HEALTH & WELLBEING OF OUR WORKFORCE

66,144 staff participants involved in health & wellbeing initiatives

Social Value KPI	SDG Target	Achieved
SV KPI HW 1.1 Deliver a minimum of 3 ‘mental wellbeing’ initiatives per year	3.4	Achieved
SV KPI HW 1.2 Deliver a minimum of 3 ‘physical wellbeing’ initiatives per year	3.4	Achieved
SV KPI HW 1.3 Deliver a minimum of 3 ‘substance abuse’ awareness/support initiatives per year (including drug abuse and harmful use of alcohol)	3.5	Achieved
SV KPI HW 1.4 Deliver a minimum of 3 wellbeing initiatives to support our aging workforce per year	3.4	Achieved
SV KPI HW 1.4 Deliver a minimum of 3 wellbeing initiatives to support our increasingly diverse workforce per year	3.4	Achieved
SV KPI HW 1.5 Deliver a minimum of 750 staff participants in health & wellbeing initiatives per year (including direct and supply chain personnel)	3.4 / 3.5	Achieved



This year we invited members of our workforce to take part in the development of a newly formed Health & Wellbeing Committee, who would become the driving force behind Company Health & Wellbeing initiatives. One of the first Company-wide initiatives, was the provision of hot breakfasts or lunches for Henry Group personnel across all regional offices and projects on ‘Blue Monday’ – so called as it is deemed to be the most depressing day of the year, with the aim of bringing people together, encouraging conversations and social connections: helping to make it not so Blue Monday.

We have undertaken an increased number of environmental and community staff volunteering initiatives this year, recognising the business benefits of improved employee wellbeing, increased job satisfaction, and stronger team cohesion, which can boost staff retention and productivity. This includes community litter picks whether project based or as part of wider CR initiatives such as the Business in the Community Big Spring Clean and community grounds maintenance volunteering for community partners such as Women’s Aid to allow them to focus resources on providing life-saving services and building a future where domestic violence is not tolerated or Radius Housing who provide social and affordable housing, delivery support to those needing specialist care including the elderly.

We also enlisted the services of Cancer Focus NI during the year to support the delivery of Keeping Well Health Checks as part of project social value delivery for our workforce, supply chain and communities. This project initiative was so well received, the decision was taken to roll out checks across each of our NI offices – to allow our wider workforce to benefit from this Company funded initiative.

Some examples of health & wellbeing initiatives delivered throughout the year ...

HEALTH & WELLBEING |

SUPPORTING
THE HEALTH
& WELLBEING
OF OUR
WORKFORCE



No 'Blue Monday' at Henry Brothers



Responsible Driving Campaign



HEALTH & WELLBEING |

SUPPORTING
THE HEALTH
& WELLBEING
OF OUR
WORKFORCE



Staff volunteering - BITC Summer Action Day

EQUALITY, DIVERSITY & INCLUSION |

9,019
students
reached
through
education
engagement
initiatives

61 Careers
Inspiration
initiatives
delivered

IoD Women's Leadership Conference

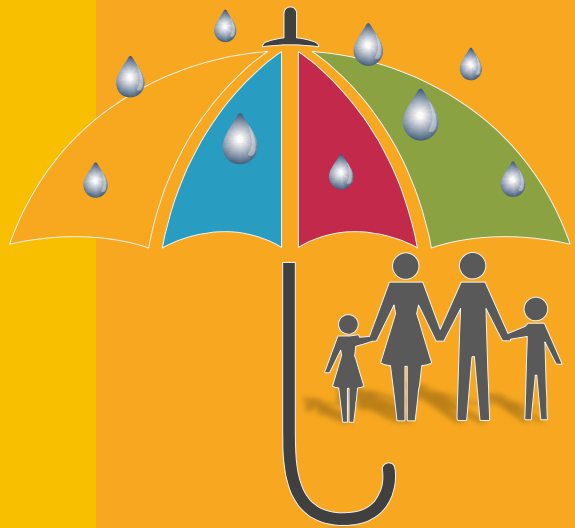


Equality, Diversity & Inclusion in the workplace continues to be a priority with a particular focus on eradicating forced labour and ending modern slavery and human trafficking across our projects which have a larger supply chain presence. This has also become a major priority for clients through our delivery of projects on their behalf. The display of awareness literature in site offices, canteens, and welfare facilities now an integral part of all site workforce communication set-ups. The delivery of Modern Slavery Awareness Toolbox Talks at different stages during the life of the projects, is also an integral part of the site management routine – including sharing awareness videos developed by the Gangmasters and Labour Abuse Authority. The focus is for our wider workforce to become more alert to those who may be at risk either in the workforce or within their local community and how to safely report concerns, not just for their own safety but the safety of those at risk. This is a community problem that requires a community solution, so the raising of community awareness is imperative. The monitoring of Modern Slavery risks across our supply chain has also seen improvements through completion of the government Modern Slavery Assessment Tool and development of Improvement Action Plans, including steps to map our supply chain and Modern Slavery risk.

Generating a variety of inclusive employment and training opportunities has also become a key priority for many of our clients, aligning to

and supporting our Company KPIs. Considerable focus is now given to supporting those facing barriers who are often overlooked or discounted, but with the right opportunity and considered approach for their selection and onboarding process into the business – they can become great success stories and add value to the business. For example, we focused on community partners who support care experienced young people, those completing preventive youth justice programmes and those at risk of or experiencing homelessness on our Queen's University Belfast led Advanced Manufacturing Innovation Centre project. Engagement commenced with an informal site tour for candidates and their support workers to simply allow them to see the project, meet the people they would be working with and hear first hand what they would have the opportunity to do if interested in progressing to unwaged work experience and then paid employment. This approach in the removal of the fear of the unknown and the various support measures put in place for onboarding the candidates were shared as best practice at a Business in the Community Responsible Business Network event for the wider business community. One of the young candidates that completed this process went on to secure 15-months paid employment on this project and played a pivotal role in supporting CR and project SV delivery during their time with us, including staff volunteering in the local community.

EQUALITY, DIVERSITY & INCLUSION |



Social Value KPI	SDG Target	Achieved
SV KPI - Equality, Diversity & Inclusion 1: ATTRACTING YOUNG PEOPLE INTO THE INDUSTRY		
SV KPI EDI 1.1 Increase ‘Under 30’ age group from 16% of workforce in 2021 to 18% of workforce by 2025	10.3	Achieved
SV KPI EDI 1.2 Deliver a minimum of 8 ‘careers inspiration’ initiatives per year	10.2	Achieved
SV KPI EDI 1.3 Deliver a minimum of 8 ‘interview skills workshops’ per year	10.2	Not Achieved (reduced demand for this initiative)
SV KPI EDI 1.4 Reach a minimum of 1200 students through education engagement initiatives per year	10.2	Achieved
SV KPI - Equality, Diversity & Inclusion 2: ATTRACTING MORE WOMEN INTO THE INDUSTRY		
SV KPI EDI 2.1 Increase ‘female’ representation from 20% of workforce in 2021 to 21% of workforce by 2025	5.5 10.3	Achieved
SV KPI EDI 2.2 Deliver a minimum of 4 ‘female gender equality’ initiatives per year	10.2	Achieved
SV KPI EDI 2.3 Ensure 33% of all EDI initiatives delivered each year focus on ‘female gender equality’	10.2	Achieved
SV KPI - Equality, Diversity & Inclusion 3 “ PROMOTING RACE EQUALITY, DIVERSITY & INCLUSION IN THE INDUSTRY”		
SV KPI EDI 3.1 Deliver a minimum of 2 ‘race equality’ initiatives per year	10.2	Achieved
SV KPI EDI 3.2 Ensure 15% of all EDI initiatives delivered each year focus on ‘race equality’	10.2	Achieved
SV KPI EDI 3.3 A minimum of 1 BAME personnel to complete CITB Ambassador Programme (or equivalent in-house Construction Ambassador Training) per year if feasible	10.2	Not achieved (training not completed, but BAME personnel active Construction Ambassadors for Community & Education Engagement initiatives).
SV KPI - Equality, Diversity & Inclusion 4: “REDUCING THE DISABILITY EMPLOYMENT GAP.”		
SV KPI EDI 4.1 Deliver a minimum of 2 ‘disability’ initiatives per year	10.2	Achieved
SV KPI EDI 4.2 Ensure 15% of all EDI initiatives delivered each year focus on ‘disability equality”	10.2	Achieved
SV KPI EDI 4.3 Deliver a minimum of 1 disability employment opportunity/initiative per year	10.2	Achieved

EQUALITY, DIVERSITY & INCLUSION |

Social Value KPI	SDG Target	Achieved
SV KPI - Equality, Diversity & Inclusion 5 “PROMOTING RELIGIOUS EQUALITY, DIVERSITY & INCLUSION WITHIN NORTHERN IRELAND’S SOCIETY AS WELL AS THE SOCIETIES OF THE NORTH AND SOUTH OF IRELAND.”		
SV KPI EDI 5.1 Deliver a minimum of 2 Co-Operation Ireland Future Leader Programme initiatives per year	10.2 8.6	Achieved
SV KPI - Equality, Diversity & Inclusion 6: “ERADICATE FORCED LABOUR, END MODERN SLAVERY AND HUMAN TRAFFICKING.”		
SV KPI EDI 6.1 Become a Gangmasters & Labour Abuse Authority – Construction Protocol Signatory and fully commit to the delivery of all areas of the protocol agreement.	8.7	Achieved
SV KPI EDI 6.2 Deliver a minimum of 2 ‘forced labour, modern slavery and human trafficking’ awareness initiatives per year	8.7	Achieved
SV KPI EDI 6.3 Introduce ‘forced labour, modern slavery and human trafficking’ awareness into Company and Site Induction Training	8.7	Achieved



Some examples of EDI initiatives delivered throughout the year ...

Henry Brother supports those facing barriers to employment



Fundraising five-aside tournament



Co-Operation Ireland Site Tour & Workshop at QUB with Nagle Community College, Cork and Belfast High School



Trinity Church of England Careers Fair

Henry Brothers continues partnership with Fife College



University of Manchester Chemistry Building Project supports Careers Fair, Site Tours & Work Experience



PLACE | COMMUNITY ENGAGEMENT

As 2024/25 got underway we started to make plans for two more staff volunteers to travel to Uganda in Summer 2025 to support the school building project in partnership with Rainey Grammar School and Abaana. Abaana is a Christian based charity which invests in Children in Africa, helping them to break the chains of poverty, through education. This social outreach initiative demonstrates a wider partnership in support for the UN Sustainable Development Goals.



During the year, we sponsored the AWARE NI Giant Steps Event which took place along the breathtaking Causeway Coastline. Sporting distinctive AWARE NI yellow t-shirts, a team of Henry Brothers personnel not only came out to savour the stunning scenery but also to embrace the 7 mile challenge with enthusiasm and the promise of a BBQ and ice-cream at the finish line. As one of our key stakeholders, AWARE NI provide vital mental health services across Northern Ireland.



Henry Brothers became a Shared Education for Positive Innovation (SEPI) programme Corporate Representative this year. The programme aims to foster cross-community and cross-border collaborations between participants by providing a programme of best practice exchange, shared learning, and collaboration to tackle environmental challenges. As part of the programme three members of our Sustainability Team attended an Impact Day attended by 100 students from ten different schools. The aim of the Impact Day was to fuel ambition, spark ideas, and empower students to solve real-life, green-focused challenges through design and innovative thinking. The programme continues into April 2025 and will conclude with the winning teams being recognised with an award at a ceremony event.



PLACE | COMMUNITY ENGAGEMENT

Henry Brothers have a longstanding relationship with both Nottingham Trent University and Loughborough University not only through our delivery of a number of major construction projects including Loughborough's SporkPark4 project, which earned Passivhaus Classic accreditation; but we also annually attend their Built Environment and Architecture, Building & Civil Engineering Careers Fairs each Autumn to promote a range of graduate and placement opportunities in Quantity Surveying, Project Management, and Design & Planning. These long-term education partnerships are vital to developing student learning and progression, as well as supporting business growth.

Some examples of our other community engagement activities throughout the year ...



Henry Brothers supports work placement and graduate opportunities



Jobs & Apprenticeship Fair – Valley Leisure Centre



Robin Hood runners raise funds for Nottingham Hospitals Charity



Henry Brothers staff host presentations at NRC



Rainey Hockey Club Sponsorship

PLACE | COMMUNITY ENGAGEMENT



Henry Brothers sponsors STEAM Summer School

Revving up for Switch Up (charity supporting young people to break the cycle of offending and reoffending)



Monthly Foodbank Donations (University of Manchester Chemistry Building to Trussell Trust)



Alan Mitchell goes the extra mile for Dementia NI



Desertmartin FC Sponsorship

PLACE | COMMUNITY ENGAGEMENT



Social Value KPI	SDG Target	Achieved
SV KPI - Community Engagement 1: "EDUCATION ENGAGEMENT."		
SV KPI CE 1.1 Deliver a minimum of 8 'careers inspiration' initiatives per year	4.4	Achieved
SV KPI CE 1.2 Deliver a minimum of 8 'interview skills workshops' per year	4.4	Not achieved (reduced demand for this initiative)
SV KPI CE 1.3 Deliver a minimum of 3 'site tours / trades demonstrations & tutorials' per year	4.4	Achieved
SV KPI CE 1.4 Deliver a minimum of 3 'environmental/ biodiversity awareness events' per year	4.7	Achieved
SV KPI CE 1.5 Support/Deliver a minimum of 2 'Co-Operational Ireland Future Leader Programme events' per year	16.1	Achieved
SV KPI CE 1.6 Support/Deliver a minimum of 1 'Abaana/ Rainey fundraising initiative' per year (as soon as restrictions allow for resumption of this partnership if possible	1.2 / 2.1 4.1 / 4.a	Achieved
SV KPI CE 1.7 Reach a minimum of 1200 students through education engagement initiatives per year	4.4	Achieved
SV KPI - Community Engagement 2: "CHARITABLE DONATIONS."		
SV KPI CE 2.1 Deliver a minimum of 20% of all donations to improving 'community wellbeing' initiatives per year	3.4	Achieved
SV KPI CE 2.2 Deliver a minimum of 35% of all donations to organisations supporting 'children and young adults' initiatives per year	10.2 / 8.6	Not achieved (balanced achievement of 55% for community wellbeing & children / young adults combined - due to increased community need for Food-bank Donations owing to cost of living crisis)
SV KPI - Community Engagement 3: "VOLUNTEERING INITIATIVES."		
SV KPI CE 3.1 Deliver a minimum of 4 social and environmental volunteering initiatives per year	11 / 14 / 15	Achieved
SV KPI CE 3.2 Deliver a minimum of 10 staff participants in social and environmental volunteering initiatives per year	11 / 14 / 15	Achieved
SV KPI - Community Engagement 4: "COMMUNITY INITIATIVES."		
SV KPI CE 4.1 Deliver a minimum of 3 social and environmental community initiatives per year	11 / 14 / 15	Achieved
SV KPI CE 4.2 Deliver a minimum of 70 staff participants in social and environmental community initiatives per year (including direct and supply chain personnel)	11 / 14 / 15	Achieved
SV KPI CE 4.2 Deliver a minimum of 45% of all community initiatives in support of 'disadvantaged groups' per year, with particular focus on recovery from the impact of the pandemic	10.2	Achieved

PLACE |
COMMUNITY
ENGAGEMENT

Social Value KPI	SDG Target	Achieved
SV KPI - Community Engagement 5a: “EMPLOYMENT & TRAINING OPPORTUNITIES - APPRENTICESHIPS.”		
SV KPI CE 5a.1 5% of our direct workforce in earn and learn positions (including apprentices, sponsored students and graduates on formalised training schemes	4.4	Achieved
SV KPI CE 5a.2 Successfully achieve all project Apprenticeship opportunity KPIs (and if not offset by over-achievement in other opportunity KPIs) by project completion	4.4	Achieved
SV KPI - Community Engagement 5b1: “EMPLOYMENT & TRAINING OPPORTUNITIES - PLACEMENTS (STUDENT PLACEMENTS).”		
SV KPI CE 5b 1.1 5% of our direct workforce in earn and learn positions (including apprentices, sponsored students and graduates on formalised training schemes	4.4	Achieved
SV KPI CE 5b 1.2 Successfully achieve all project Student Placement opportunity KPIs (and if not offset by over-achievement in other opportunity KPIs) by project completion	4.4	Achieved
SV KPI CE 5b 1.3 Average of 10 Placement opportunities in total per year	4.4	Achieved
SV KPI - Community Engagement 5b 2: “EMPLOYMENT & TRAINING OPPORTUNITIES - PLACEMENTS (TRAINEESHIPS).”		
SV KPI CE 5b 2.1 Successfully achieve all project Traineeships opportunity KPIs (and if not offset by overachievement in other opportunity KPIs) by project completion	4.4	No project KPIs set
SV KPI CE 5b 2.2 Average of 10 Placement opportunities in total per year	4.4	No project KPIs set
SV KPI - Community Engagement 5b3: “EMPLOYMENT & TRAINING OPPORTUNITIES - PLACEMENTS (LONG-TERM UNEMPLOYED).”		
SV KPI CE 5b 3.1 Successfully achieve all project Long-Term Unemployed opportunity KPIs (and if not offset by over-achievement in other opportunity KPIs) by project completion	4.4	Achieved
SV KPI CE 5b 3.2 Average of 10 Placement opportunities in total per year	4.4	Achieved
SV KPI - Community Engagement 5b4: EMPLOYMENT & TRAINING OPPORTUNITIES - PLACEMENTS (NEETS - NOT IN EDUCATION, EMPLOYMENT OR TRAINING).”		
SV KPI CE 5b 4.1 Successfully achieve all project NEETs opportunity KPIs (and if not offset by overachievement in other opportunity KPIs) by project completion	4.4	Achieved
SV KPI CE 5b 4.2 Average of 10 Placement opportunities in total per year	4.4	Achieved

PLACE |
COMMUNITY
ENGAGEMENT

Social Value KPI	SDG Target	Achieved
SV KPI - Community Engagement 5b5: EMPLOYMENT & TRAINING OPPORTUNITIES – PLACEMENTS (GRADUATES / SCHOOL LEAVERS)."		
SV KPI CE 5b 5.1 5% of our direct workforce in earn and learn positions (including apprentices, sponsored students and graduates on formalised training schemes in line with 5% Club)s	4.4	Achieved
SV KPI CE 5b 5.2 Successfully achieve all project Graduates / School Leavers opportunity KPIs (and if not offset by over-achievement in other opportunity KPIs) by project completion	4.4	Achieved
SV KPI CE 5b 5.2 Average of 10 Placement opportunities in total per year	4.4	Achieved
SV KPI - Community Engagement 5b6 "EMPLOYMENT & TRAINING OPPORTUNITIES – PLACEMENTS (WORK EXPERIENCE)."		
SV KPI CE 5b 6.1 Successfully achieve all project Work Experience opportunity KPIs (and if not offset by overachievement in other opportunity KPIs) by project completion	4.4	Achieved
SV KPI CE 5b 6.2 Average of 10 Placement opportunities in total per year	4.4	Achieved

23 social and environmental volunteering initiatives delivered

1666 staff participants involved in social and environmental community initiatives

8.5% of direct workforce in earn and learn positions

72 Placement opportunities delivered

71.6% of all community initiatives in support of disadvantaged groups



PLACE | STAKEHOLDER ENGAGEMENT

A minimum of 1 community and 1 education initiative are delivered on all projects as part of our Social Value KPIs which are very dependent on client priorities and/or the needs of the local community. The number of initiatives delivered now far exceed this commitment, which will be reviewed as part of our new Strategy.

Social Value KPI	SDG Target	Achieved
SV KPI - Stakeholder Engagement 1: “DRIVING STAKEHOLDER ENGAGEMENT.”		
SV KPI SE 1.1 Further develop engagement opportunities in partnership with Key Stakeholders for 2022 to 2025	Target 17.6	Achieved
SV KPI SE 1.2 Deliver a minimum of 1 community or 1 education stakeholder engagement initiative per project	Target 17.6	Achieved

The types of initiatives delivered and our collaboration with different stakeholders is also much more complex. For example, through the delivery of our Dunfermline Army Reserve Centre project we partnered with the Scottish Prison Service (SPS) to boost the facilitates in local parks. Opening up our supply chain to include social enterprises, we reached out to SPS Industries who deliver workshop joinery training programmes, designed to improve employability skills for inmates upon release. We acquired five eight-seater picnic tables and donated them to Fife Council for Dunfermline Public Park, Pittencrieff Park and St Leonard’s Park in line with the Council objectives within their Park Improvement Strategy, which seeks to upgrade facilities for residents, workers, and visitors alike, and is dependent, in part, on contributions from responsible businesses such as ourselves.

During the year key stakeholder, Co-Operation Ireland, expanded their Future Leaders Programme initiative by piloting their one-to-one Mentoring Programme for students undertaking their Gold level Peace Award,

with students being matched with selected Business Ambassador representatives. The Goals of the Mentorship Programme were to cultivate leadership skills, build confidence, forge relationships and networks, develop goal setting habits and explore career options. Jennifer Cruickshank, HR & CR Manager, committed to supporting this pilot and based on the success of the pilot the programme will be offered to their 2025/26 cohort. Henry Brothers Mentee, Lucy, was one of a group of Co-Operation Ireland attendees at an event at Hillsborough Castle and Gardens to mark the 5th anniversary of the programme and had the privilege of meeting King Charles III at this event.



Henry Brothers partners with Scottish Prison Service to boost local parks

PLACE | STAKEHOLDER ENGAGEMENT

Future Leaders in focus:
a Royal Visit



MARKETPLACE RESPONSIBILITY

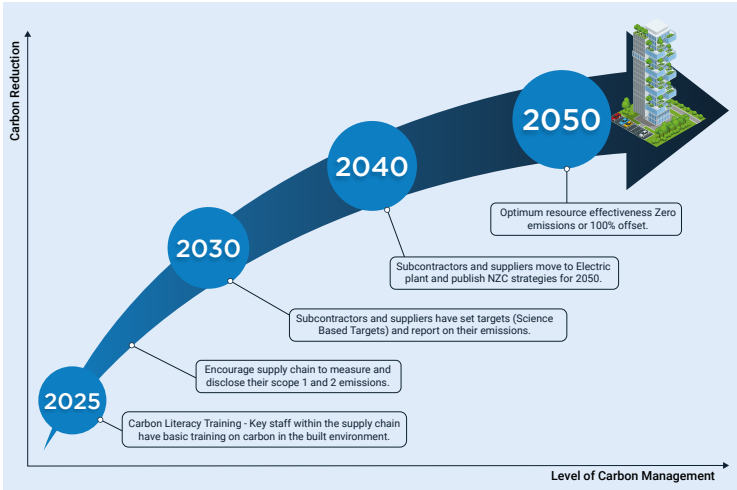
Social Value KPI	SDG Target	Achieved
SV KPI - Marketplace Responsibility 1 “CHAMPION NZC CONSTRUCTION BEST PRACTICE.”		
SV KPI MR 1.1 Further development of supply chain commitments in line with the NZC agenda for Scope 3 emissions	12	Achieved
SV KPI MR 1.2 Deliver a minimum of 2 NZC leadership initiatives within the construction industry per year	7.3	Achieved

During the year we were delighted to host Nicolas Perin, Head of Commercial Buildings Decarbonisation at UK Department for Energy and Security and Net Zero, for a site tour of our Loughborough University SportPark4 project. John Sowter, Planning & Design Director, spoke about how we used innovative and sustainable design to achieve Passivhaus Classic accreditation, which is widely regarded as the most challenging energy efficiency and comfort standards in the world.



Hannah Portis (nee Crawford), Sustainability & Quality Advisor attended the Queen’s University Belfast Sector Insight Networking Event for Year 1 BSc Environmental Management students, highlighting our commitment to sustainability and showcasing how we integrate environmental management across all our construction projects. We are excited to see the lasting impact these future professionals will make in the industry, as we work together to build a more sustainable future.

In March 2025, we published our Carbon Reduction Plan in response to Public Procurement Notice (PPN 06/21), which also incorporates our commitments under Supply Chain Carbon Management.



RESPONSIBLE LEADERSHIP

Social Value KPI	SDG Target	Achieved
SV KPI - Responsible Leadership 1: "EFFECTIVE STEWARDSHIP AND RESPONSIBLE LEADERSHIP OF THE ENVIRONMENTAL, SOCIETAL AND THE ECONOMIC ISSUES."		
SV KPI RL 1.1 Increase the number of personnel delivering responsible leadership by 1 per year: 2022/23: 10 personnel 2023/24: 11 personnel 2024/25: 12 personnel	17.16	Achieved
SV KPI RL 1.2 Achieve pre-covid responsible leadership levels by 2025 (on average each responsible business leader delivering 90 hours per year)	17.16	Achived

We are now in our fourth year as Key Sponsor of the Business in the Community NI Responsible Business Awards and know first-hand how these awards present companies across Northern Ireland with the invaluable opportunity to showcase their sustainable efforts and promote good business practice. We are also the long standing Key Sponsor of the Mid Ulster Business Awards which recognises the talent, entrepreneurship and excellence that exists across a wide range of businesses and organisations across the Mid Ulster area including many Micro, Small and Medium Enterprise's and their support for their communities, employees, sustainable practices and being the driving force for innovative solutions within their sector.



RESPONSIBLE LEADERSHIP

During the year we also extended our Award Sponsorship portfolio to include recognition of responsible leadership within the community in which we operate, by proudly sponsoring the Volunteer of the Year Award at the West Midlands Police Awards 2024 – which was won by Ryan an 11 year old who founded ‘We Can Community CIC’, an organisation that recycles empty drinks cans and uses the proceeds to support local foodbanks



A growing number of Henry Brothers personnel support responsible leadership activities through a variety of roles and initiatives, for example:

Group HR Director, Julie McKeown, is an active business member of the Mid Ulster Labour Market Partnership, which aims to design, procure and implement a fresh suite of employability initiatives to support people into meaningful employment opportunities across all sectors. This includes supporting the delivery of a variety of initiatives such as Henry Brothers taking a role as guest speaker in their Lunch & Learn webinar on ‘Menopause in the Workplace’. Julie is also a Board member of CITB NI (Construction Industry Training Board) whose mission is to develop and embed a training culture which will improve the skills and productivity of the Northern Ireland Construction Industry.



RESPONSIBLE LEADERSHIP

HR & CR Assistant Manager, Shannon McGilligan, was a guest speaker at the 2024 Business In The Community Healthy Working Lives Conference presenting on how to manage mental health and build resilience in the workplace.



Sustainability & Quality Manager, Deborah O'Hanlon, joined Suzi McIlwain, Business In The Community (BITC) Communications Manager, and took part in a radio interview with U105's Frank Mitchell to encourage Northern Irish businesses to enter the BITC Responsible Business Awards and showcase the positive impact they are delivering.



During the year Henry Brothers became the newest Patron of Northern Ireland Chamber of Commerce and Industry. Ian Henry, CR Director, and a Past President of NI Chamber outlined how pleased we are to strengthen our longstanding partnership with NI Chamber to support the vital work it does and, in turn, helping businesses across the province thrive.



STAFF ENGAGEMENT SURVEY RESULTS

Finally, how do our workforce believe we are performing across the key themes of People, Planet and Place? Our Annual Staff Engagement Survey 2024 shows:



Staff engagement is essential to driving business improvements

89% of staff agree or strongly agree their line manager provides effective leadership to their team

Reflecting on results for the past 3 years

Year	%
2022	80.3
2023	87
2024	89

Result has risen by 8.7%

95% of staff agree or strongly agree that they are proud to tell others they are part of the company

Reflecting on results for the past 3 years

Year	%
2022	83.6
2023	93.5
2024	95

Result has risen by 11.4%

90% of staff agree or strongly agree that Henry Brothers addresses Health & Wellbeing issues that are important to employees

Reflecting on results for the past 3 years

Year	%
2022	81.7
2023	81
2024	90

Result has risen by 8.3%

92% of staff agree or strongly agree that Henry Brothers make a positive impact on the environment

Reflecting on results for the past 3 years

Year	%
2022	89.4
2023	87
2024	92

Result has risen by 2.6%



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