

People Planet Purpose

Our framework for a sustainable business





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Introduction

At VolkerWessels UK, it remains our goal to deliver projects that demonstrate design, construction and engineering excellence - delivered sustainably, responsibly and with a desire to unlock long-term social value.

People-Planet-Purpose defines our strategic direction and collective sustainability ambition, whilst allowing our businesses - VolkerFitzpatrick, VolkerStevin, VolkerRail, VolkerHighways, VolkerLaser and PJ Davidson, and their projects, to focus on the areas that matter most to their stakeholders.

Since its original publication in 2020, People-Planet-Purpose has become more embedded around our business. As we reach the halfway point of our 2020-2030 'Decade of Action', we have celebrated some key achievements across each of the pillars, as well as reflecting on the ever-changing sustainability landscape, recognising both new opportunities and challenges ahead of us.

This refreshed version of People-Planet-Purpose affirms the legacy that we want to leave by 2030 and beyond – to be known as a business with a diverse, inclusive and safe workforce; and one that inspires the next generation, protects the natural environment and connects communities.

Richard Offord
Chief Executive Officer



Our vision

It is our vision to meet our stakeholder expectations by being sustainable, innovative and future-oriented. We want to be known as a business with a diverse, inclusive and safe workforce; and one that inspires the next generation, protects the natural environment and connects communities.

The Pillars of our responsible and sustainable business

PEOPLE

Investing in our people

We are committed to investing in our people – keeping them safe, promoting good mental and physical health, and empowering our inclusive teams to be the drivers of sustainable change.

PLANET

Protecting and enhancing the natural environment

We drive sustainable change by reducing carbon emissions, preventing pollution, preserving biodiversity and embracing circular economy principles.

PURPOSE

Connecting communities and delivering long-term social value

By partnering with schools and employment support initiatives, we will help to equip people with skills for the future. We will build relationships with like-minded, diverse supply chain partners to embed long-term social value and leave a lasting community impact.



Delivering sustainable change



Fairness, Inclusion and Respect

Health, Safety and Wellbeing

Reducing Carbon Emissions and
Building Climate Resilience

Responsible Management of
the Environment

Building Connected Communities

Procuring with Purpose

Our People-Planet-Purpose pillars act as a guidepost to ensure we make decisions that are informed by our culture to do business in the right way.

Each one of these pillars has two themes, each with a legacy statement to support the operational delivery of the strategy and enable the business to grow collaboratively and innovatively.

Key measures of success are the high-level metrics which demonstrate the progress we are making towards achieving our legacy and are supported by internal action plans and other performance measures. We have also highlighted the key activities that are already making our legacy a reality around the business.

Fairness, Inclusion and Respect

Our vision is to ensure Fairness, Inclusion and Respect (FIR) is rooted in our operations, so that everyone feels valued, and our business is fit for the future. We will empower our people to continue to drive our RESPECT agenda, be consciously inclusive, and work with our partners to promote a positive, respectful culture.

Our legacy

Everyone is treated with fairness and respect.

Key measure of success

Percentage of employees who agree they are treated fairly and with respect in our employee survey.

Making it happen

- **Through ongoing education and awareness**, we are helping everyone to understand their role in creating a respectful and supportive working environment.
- **We have strong network of FIR Champions and network groups** who help embed inclusive practices across the organisation.
- By working closely with strategic delivery partners and celebrating the diversity of our people, **we're building a culture where everyone feels valued, respected, and able to thrive.**
- Read our **FIR strategy** [here](#).



Health, Safety and Wellbeing

Our people make our business great. Their health, safety and wellbeing will always be our top priority – ensuring everyone returns home safely each day. We are committed to maintaining a safe working environment that is free from harm and incidents, while also supporting a healthy work-life balance that promotes both physical and mental wellbeing.

Our legacy

Everyone will go home safely and will maintain good mental and physical health.

Key measure of success

Enhanced performance across leading and lagging health, safety and wellbeing indicators.

Making it happen

- **Our policies, procedures and guidance** ensure health and safety risks are identified and managed effectively throughout our activities.
- **We maintain safety excellence** through employee engagement, training, monitoring, feedback and visible leadership.
- **Our occupational health arrangements include comprehensive support services** and assess that everyone working on our behalf is fit for work.
- **We remain committed to maintaining our SEQOHS accreditation** for occupational health and actively support both national and sector-specific health and wellbeing commitments.



Reducing Carbon Emissions and Building Climate Resilience

The impacts of climate change continue to shape global headlines. We understand the role we have in reducing the harmful emissions that contribute to climate change and recognise the need for resilience against climate related physical, financial and legal risks to future proof our business.

Our legacy

We will be Net Zero by 2050.

Key measure of success

Reduction in carbon emissions in line with science aligned targets.

Making it happen

- **We will use data driven insights**, externally audited carbon management systems, including PAS 2080, and strong industry partnerships to deliver measurable progress against our SBTi aligned near-term and long-term targets.
- **Climate resilience forms part of our company wide business risk register** ensuring we anticipate and adapt to climate related risks such as extreme weather, supply chain disruption and resource scarcity.
- Read our **Carbon Reduction strategy** [here](#).



Responsible Management of the Environment

Responsible management of the environment is underpinned by a commitment to being brilliant at the basics - eliminating negative impacts such as pollution and nuisance, promoting a circular economy and actively pursuing initiatives that enhance and preserve the natural environment.

Our legacy

We will protect and enhance the natural environment.

Key measure of success

Project environmental scorecards that include both leading and lagging environmental indicators of performance.

Making it happen

- **Our ISO 14001 management system** contains policies, procedures and practical guidance that promote environmental best practice, minimise our impact and ensure legal compliance.
- **Our team of environmental professionals** support our projects to deliver environmental excellence through education, audits and promoting innovation.



Building Connected Communities

Being a responsible business means leaving a positive legacy in communities long after a project finishes. We drive social impact by investing in future talent, partnering with schools, supporting social mobility for underrepresented groups, directing spend to SME's and VCSE's, and building strong community connections – these activities define our core social value.

Our legacy

We will deliver £1bn of core social value activity.

Key measure of success

Delivery of core social impact activities across our projects and offices, in line with local needs.

Making it happen

- **Our social value strategy, Building Connected Communities,** prioritises meeting local needs and promoting social mobility with a focus on education engagement, employability and investing in communities.
- **Our social value claims are reported in line with the Impact Evaluation Standard framework** and will be subject to externally validated governance and assurance to ensure transparency and robustness.
- **We will continue to build strength in our social value teams** by supporting their ongoing growth and development.



Procuring with Purpose

We will continue to build and invest in a responsible and resilient supply chain. This means we will prioritise working with partners that align with our sustainability ambitions to mutual benefit, recognising the importance of procuring locally and ensuring partnership opportunities are open to all types of business.

Our legacy

We will continue to build and invest in a responsible and resilient supply chain.

Key measure of success

Percentage of our preferred construction supply chain partners achieving gold status under the Common Assessment Standard.

Making it happen

- **Our approach to sustainable and responsible procurement** is guided by our Procuring with Purpose declaration, ensuring that our supply chain aligns with our values and commitments.
- **We will focus on innovation**, having a balanced approach to the opportunity, size and structure of our supply chain partners, and fostering strong supplier relationships through regular engagement sessions and recognition.
- **We invest in training and development** for our site and procurement teams to embed best practices which is also inclusive of our supply chain partners.
- Read our **Procuring with Purpose declaration** [here](#).



Our enablers of change

To fully embed People-Planet-Purpose into our operations, we believe sustainability must be delivered with substance and integrity, with people at its heart, connecting seamlessly with every part of our business.

Our enablers of change are:

Sustainable leadership

Sustainability is embedded at every level of our organisation, with clear responsibility and accountability to facilitate its implementation. Regular ESG leadership group meetings and active engagement in industry groups ensure we stay aligned with best practice and emerging trends.

Education and engagement

As an organisation who is committed to the development of our people, we equip our workforce to be the drivers of sustainable and responsible change, finding innovative ways to help build confidence and inspire others.

Measurement and reporting

We believe in being transparent about our sustainability journey – we set clear meaningful targets, and measure and report our progress in line with relevant standards, using both numbers and stories to show impact and share best practice.

Innovation and collaboration

To support our goals, we will continue to work with trusted external partners, clients, suppliers, industry groups, and educational institutions to strengthen and challenge ourselves, share knowledge, explore new technologies, and deliver mutual benefits.



To learn more about our People-Planet-Purpose framework, click [here](#). For further information, or to provide any feedback please use the QR code below or email us sustainability@volkerwessels.co.uk.



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