

SDG	Mission Statement	Measurable Data	2024 Baseline	2025 Target	2030 Target	2035 Target
3 GOOD HEALTH AND WELL-BEING 	<i>Ensure healthy lives and promote wellbeing for all at all ages</i>	Annual Accident Frequency Rate	0	0	0	0
		Annual Accident Incident Rate	0	0	0	0
		Percentage of Staff qualified/received formal Mental Health First Aid Training across the Business (%)	3%	6%	10%	15%
		Average score from Considerate Constructors reports (Out of 45)	41	42	44	44
		Percentage of Staff qualified as First Aiders across the Business	36%	42%	50%	55%
		Average BSG Score	1.4	1	0	0
4 QUALITY EDUCATION 	<i>Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all</i>	Number of Management Trainees put through the business (1/Yr)	1	1	2	3
		Number of Work Experience Opportunities offered in the Head Office	1	3	5	6
		Apprenticeships/Temporary Work Experience opportunities on our Sites (FTE)	0	½	1	2
		Number of equivalent days training completed across the company	132	150	200	250
		Hours spent completing educational visits to schools/higher education institutes	304	350	600	700
8 DECENT WORK AND ECONOMIC GROWTH 	<i>Promote sustainable, inclusive economic growth, full and productive employment, and decent work for all</i>	Annual Turnover Growth Rate per Employee (£M Turnover/Employee)	£0.601M	£0.587M	£0.700M	£0.750M
		Annual Profit Growth Rate per Employee (£Profit/Employee)	£4,913	£5,978	£7,000	£7,368
		Percent of Local Supplier Spend on jobs ("Local" being <30 miles from project location)	43%	48%	55%	60%
		Number of Company Key Performance Indicators met annually (x/10)	6	10	10	10
		Maintain our C2E Gold accreditation	Yes	Yes	Yes	Yes
12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	<i>Ensure sustainable consumption and production patterns</i>	Total tonnes of waste produced on site in the first instance (Tonnes)	1,653	1550	900	600
		Number of tonnes of waste sent to landfill across our projects (Tonnes)	5.12	4.27	0	0
		Annual Recycling Rate (%)	99.7	99.8	100	100
		Energy consumed from the Grid to power our Head Office (KWH)	50,574	45,517	40,000	38,000
13 CLIMATE ACTION 	<i>Take urgent action to combat climate change and its impacts</i>	Percentage of staff-owned vehicles classified as MHEV, PHEV or BEV	23%	33%	80%	90%
		Percent Reduction in total Scope 1 and 2, and Direct Scope 3 emissions	N/A	10%	30%	50%
		Number of trees planted across our projects as Social Value offerings	New Metric	20	100	150
		Percentage of our Head Office energy from renewable sources	60%	62%	72%	82%
		Percentage of business miles driven in Low-Emission or Zero-Emission vehicles	34%	40%	80%	90%