

Gratte Brothers 2024 Environmental Report

V01
20/12/2024



Contents

2024 Key Environmental Wins for Gratte Brothers	4
Journey to Net Zero	4
Considerate Constructors Scheme	5
COSHH Management	5
Community Wood Recycling- CWR	5
Avena Workwear	6
Protec Remanufacturing	6
Positive Site Initiatives	7
ESOS Reporting	7
CSR- Planet Pillar and Gratte Green Committee	7
Waste Data Dashboard	8
Environmental Incidents	9
HSEQ Targets and KPI Summary	10
2025 Focus for Gratte Brothers	13
Relevant Sustainability Trends / Future Items to Consider	14

Executive Summary

In 2024, Gratte Brothers continued to advance its sustainability initiatives, a crucial aspect in tender questionnaires, interviews, and supplier reviews. Key achievements include progress in our net-zero journey, supplier engagement, high scores across all our Considerate Constructor Scheme registered sites (including a 100% result), efforts to improve key impact areas such as COSHH management and wood waste, and new partnerships to reduce waste production on site.

This year the environmental and sustainability team has grown, allowing for an increased presence on site. Not only has this allowed the team to identify areas of improvement, but also highlight positive initiatives and identify opportunities for innovation and collaboration. Successes include, working with supply chain or external partners such as Community Wood Recycling, Protec and Avena Workwear, or creating a new, internal waste data dashboard.

Gratte Brothers' net-zero journey is well underway, with a three-year dataset (2021-2024) in collaboration with Normative. We've established data-driven targets and outlined necessary projects to attain them. Additionally, our supplier engagement strategy is ongoing, focusing on understanding and reducing scope 3 emissions that constitute 97% of our carbon footprint. Our Journey to Net Zero Roadmap, updated annually, outlines progress.

COSHH management has been a primary focus, leading to the decision to develop an internal online system for approval of COSHH assessments. This system will be tested and implemented throughout 2025, ensuring compliance with health, safety, and environmental requirements related to hazardous material use on-site.

A key development of the year has been the creation of the Gratte Green Committee to support the sustainability team and the planet pillar of our CSR strategy. This has been a great success and has brought about discussions on a wide range of sustainability topics amongst volunteers from all across the business, ranging from directors to graduates.

In 2024, Gratte Brothers reported three environmental near misses. All three related to minor spills of either diesel or hydraulic oil. All were closed out in a timely manner and communicated to sites to prevent recurrence. Effective planning on sites allowed these to be classified as minor and have no lasting impact on the environment.

Progress against environmental targets set out in the 2023-2026 HSEQ strategy is reviewed on a six-monthly basis. The targets focus on; carbon emission reduction, recycling, environmental awareness and behaviours, inspections and audits, and biodiversity improvement.

Looking ahead to 2025, the focus will be on Gratte Brothers' ongoing net-zero journey, advancing the supplier engagement strategy. Other key topics include embodied carbon, sustainable procurement, COSHH management and compliance, stricter ESOS reporting, and the continued CSR strategy. National trends and longer-term areas of interest include new fuels (hydrogen and HVO) and an upgrade to mandatory sustainability reporting requirements.

Overall, Gratte Brothers enters 2025 in a strong position regarding the environment and sustainability, continuing to progress towards a positive future in the exciting year ahead.

2024 Key Environmental Wins for Gratte Brothers:

Journey to Net Zero

Data, net zero targets, and reductions projects are described and explained further in the Journey to Net Zero Roadmap (JTNZ) (V03) document (updated annually). This section provides a brief summary of the data and key supplier engagement project.

Data Collection:

This year, we completed the third year of data collection with Normative- giving us three years of carbon footprint data across all three scopes (baseline-FY2021-2022, year 1-FY2022-2023 and year 2- FY2023-2024). We remain committed to the simple, data driven targets that were set out at the onset of 2023 and have highlighted the projects which would be completed to achieve this. This year, targets were updated to reflect findings relating to scope 3. See the JTNZ- V03 document for details.

A summary of the data is below in table 1 (see JTNZ-V03 document for detail and discussion).

	Baseline (2021-2022)	Year 1 (2022-2023)	Year 2 (2023-2024)
Scope 1 (tCO2e)	674	601	633
Scope 2 (tCO2e)	0	394	4
Scope 3 (tCO2e)	19,528	30,254	36,713
Total (tCO2e)	20,202	31,249	37,350

Table 1: Emissions data (tonnes CO2e)

Supplier Engagement:

- The Normative supplier engagement survey was sent specifically to a total of 107 suppliers and sub-contractors across the group to gather information regarding each companies own net zero journey. This informs scope 3 emissions reductions projects. See the JTNZ -V03 document for more information.
- The supplier engagement survey has also been added to the new supplier questionnaires, allowing data to be collected at this very first point of contact, highlighting the importance of sustainability and data availability from the start.
- Aside from the survey, our first Sustainability Summit was held in October, with representatives from 11 key suppliers from GBCE attending and discussing requirements for data, awareness and standardisation. This has prompted an influx of operational and embodied carbon datasets from suppliers.
- Generally, suppliers are now asking questions about, or presenting, carbon data for their own services and products. Within GBSM and GBCE specifically, we are seeing detailed client requirements for embodied carbon data to be made available- a request we have to pass onto suppliers. The availability of this information is becoming a commercial benefit.

Considerate Constructors Scheme

- LON02 – Final visit completed in February 2024. Score of 45/45. The key wins which were highlighted to achieve this score include the welfare facilities, the provision of free sanitary products, Journey to Net Zero, BREEAM Excellent and maintenance of the companies ISO45001 certification.

The scheme has highlighted the following points as focus for 2025, which will be considered for future monitor visits:

- Ensuring the workforce receives information on the CCS code of considerate practice.
- Ensuring those responsible for CCS conformance have completed e-learning modules.
- Spotlighting mental health support available on site.
- Provision of suitable PPE in women’s sizes.
- Provision of sanitary products in both female and male toilets.

COSHH Management

One area of required improvement noted across the group, between environmental and health and safety, has been COSHH Management, on site and within our offices.

As such, in 2023, the HSEQ department identified the need for a COSHH management solution and chose SEVRON- an online tool to create, distribute and approve COSHH assessments across the group. This has been successfully rolled out throughout 2024.

Throughout 2024, the environmental team have additionally developed an online COSHH system for the submission and approval of sub-contractor COSHH assessments. This will also serve as a register of products which will be used during specific site inspections to ensure compliance. This is currently being trialled at a GBL site and will be rolled out following review.

Community Wood Recycling- CWR

See below summary of Gratte Brothers work with Community Wood Recycling across 2024, and the positive outcomes from this partnership. This partnership will continue into 2025.

SOCIAL AND ENVIRONMENTAL IMPACT REPORT
Gratte Brothers Ltd



Avena Workwear

A new partnership for 2024, Avena collect end-of-life workwear and PPE across the group and recycle the material into new workwear or other materials for use in construction. See below for a summary of the savings associated with this partnership (up to September 2024).

Month of Collection/s	July – September 2024
Total sacks collected	9
Sack weight average	8 kg
General Waste route *1	35.1962kg CO2e
Secure Destruction through Avena *2	0.45423kg CO2e
Estimated carbon emission savings	34.7419kg CO2e

Calculations provided via UK Government GHG Conversion Factors for Company Reporting.

PLEASE NOTE:

*1. For landfill, the factors in the table include collection, transportation and landfill emissions ('gate to grave').

*2. For combustion and recycling, the factors consider transport to an energy recovery or materials reclamation facility only.

*1 & *2 This is in line with GHG Protocol Guidelines, with subsequent emissions attributed to electricity generation or recycled material production respectively.







"Due to variety of origin; waste transferred to Avena ranges in respect of weight, material, quantities etc. We have therefore used averages in these calculations and though provided in good faith; it is the responsibility of the client to satisfy themselves as to the precision of their own data. Avena Environmental Limited accepts no liability for any discrepancies nor accepts claims for damages or compensation."

Another key benefit of this partnership is that all branded PPE and workwear is controlled, preventing end-of-life items being utilized elsewhere without authorization.

Gratte Brothers and Avena filmed a joint-marketing promotional video in December 2024, which will be released in 2025. Footage of the scheme in use at one of our principal contractor sites, and at Stevenage, was captured alongside interviews with Gratte Brothers and Avena staff.

Protec Remanufacturing

Another new partnership for 2024, Protec collects and re-manufactures all of our waste wall and floor protection materials. We now exclusively purchase the re-manufactured product, ensuring a circular, closed-loop system. See below for a summary of benefits for the use of this scheme at LON02, over the project lifetime.

					
Volume of sheets supplied	Total coverage	Weight of sheets collected	Diverted from landfill	Atmospheric carbon saving (WtE)	Carbon equivalent
4,324	12,453 m ²	4,140 kg	21.94 m ³	14.49 CO ₂	725 Trees*
<small>* Carbon equivalent based on mature tree growth per year.</small>					
REthink REcycle REmanufacture					

Positive Site Initiatives

During scheduled environmental inspections of our own facilities, positive initiatives have been highlighted. Two specific examples are below:

- **Worthing:** At our Worthing facility, flange protectors, as pictured on the right, are utilized and sent out to site, from where they are returned to Worthing to be re-used. This is a good practice to reduce waste on site, and to reduce material usage.
- **Chelmsford:** At our Chelmsford facility, the pre-fabrication set up allows for the effective re-use of metal off-cuts and wooden pallets, reducing waste and material usage.



ESOS Reporting

As a part of the UK government’s Energy Savings Opportunity Scheme (ESOS), Gratte Brothers are required to submit energy use and energy savings data to the Environment Agency every 4 years. During 2024, phase 3 of ESOS was completed.

CSR- Planet Pillar and Gratte Green Committee (GGC)

Gratte Brothers CSR strategy is divided into three pillar: People, Places and Planet. In order to support the Planet Pillar targets, during 2024, a Gratte Green Committee was set up. This is a group made up of volunteers who have a particular interest in sustainability.

The key wins for the committee throughout 2024 are as follows:

- In March 2024, the Gratte Green committee was created! With 12 volunteer members from across the whole group, we have an excellent representation across offices, sites and companies. We also have a diverse range of levels across the business, from directors to graduates, all talking together about sustainability.
- The committee have met 4 times throughout the year, focusing on running a ‘Gratte Goes Green’ awareness month throughout July and choosing biodiversity projects to be implemented across the offices (see below HSEQ targets section for more information).
- There was excellent engagement with the awareness month, with 56 people completing a survey to understand their own personal carbon footprint, using the WWF personal footprint calculator.

The following targets have been set for the planet pillar, to be supported by the GGC throughout 2025:

- **Carbon Reduction-** Increase operational data provided from targeted suppliers.
- **Waste Management-** Perform a waste management policy review, with subsequent improvements and initiatives communicated to the business.

- Environmental Volunteering- Provide environmental-based volunteering opportunities for office and site-based employees throughout the year.
- Employee Engagement- Create bespoke sustainability training, catering for department and division requirements. Increase the completion of the annual sustainability survey.
- Biodiversity- Complete two biodiversity projects at Gratte Brothers facilities.

Waste Data Dashboard

During 2024, it has been identified that waste data from GBL sites has been consistently collected, but without true analysis we are unable to ensure that areas of potential waste reduction are identified. Towards the end of 2024, a waste dashboard has been developed, which allows areas of increased waste production to be identified. For example, high wood waste was identified at one site, which led to the introduction of Community Wood Recycling (CWR) here, removing this excess waste stream.

CWR provide the most environmentally beneficial method of dealing with waste wood, focussing as much as possible on reuse, getting waste wood back into use without chipping it. They also provide job opportunities within their carpentry workshops, enabling a wide range of disadvantaged people to develop their confidence, self-esteem and work skill.

This waste analysis will continue into 2025, and the dashboard will be shared during management review meetings.

Environmental Incidents

Environmental incidents are any situation where a harmful substance (solid, liquid, or gas) is released (willingly or otherwise) into nature, potentially causing harm to ecosystems, wildlife, and humans. Most commonly, a spill of a hazardous material.

In 2024, three environmental near misses were recorded, as below:

- LON02- There was a small (>1L) hydraulic oil leak from a telehandler. SpillTector absorbent pads were deployed and there was no impact to surface water or drainage. Photos were provided to demonstrate minimal impact to in-tact hard standing. The absorbent pads were placed into the designated COSHH bin and were removed from site. The hazardous waste consignment note was provided to demonstrate appropriate disposal of the contaminated material.
- KLON6 – During a routine environmental inspection, it was noted that a telehandler was leaking hydraulic oil to the concrete hard-standing. This was a small drip and <1L of product leaked to the ground. This was immediately noted by Gratte Brothers operatives and the nearby spill kit was used to absorb the oil from the ground underneath the telehandler. There was no impact to surface water or drainage. The spill kit was disposed of as hazardous waste and the hazardous waste consignment note provided to demonstrate appropriate disposal.
- LD4 – During the filling of two new tested diesel tanks, there was a small (<2.5L) spill of diesel to hard standing on site. The affected valve was immediately isolated, and the spillage was contained to a small area using the nearby spill kit. This included creating a bund around the nearest drain. There was no impact to surface water or drainage. Absorbent pads were collected placed in the COSHH disposal bin on site and collected by a licensed waste contractor. The hazardous waste consignment note was provided to demonstrate appropriate disposal.

HSEQ Targets and KPIs Summary

Environmental targets are recorded within the HSEQ strategy. Progress against targets is reviewed on a six-monthly basis. The below targets were set at the outset of 2024 and run until 2026.

Target 1- Lower the organisations Scope 1 and 2 emissions.

KPI 1- 27% reduction of Scope 1 emissions by 2026 (in line with 50% reduction by 2030). This is in comparison to the baseline year of FY2021-2022, as per the group-wide Journey to Net Zero strategy.

KPI 2- Fleet to be 35% hybrid or electric by 2026.

For further information and detailed data, please see the Journey to Net Zero roadmap document (Gratte Brothers Journey to Net Zero V03). The below table shows scope 1 emissions data since the baseline year.

Scope 1 By Source		FY21-22 (tCO2e)	FY22-23 (tCO2e)	FY23-24 (tCO2e)
Source	Diesel	356	288	313
	Petrol	227	223	180
	Hybrid	20	16	62
	PHEV	0	5	8
	Electric Vehicle	0	0	0
	Natural Gas	71	69	70
Total		674	601	633

Overall, there has been a 6% reduction in scope 1 emissions since the baseline year. This reduction is despite an overall larger fleet of vehicles.

This has been driven by fleet upgrades across the group, with fewer emissions coming from petrol and diesel vehicles as we move toward hybrid, PHEV and electric vehicles. See detail in table below. The fleet procurement plan, and introduction of schemes such as salary sacrifice will continue to drive these upgrades, towards the target set in KPI 1.

	Number of Vehicles			
	March 2022	March 2023	March 2024	October 2024
Diesel	55	49	48	49
Petrol	44	39	31	30
Hybrid	8	14	27	35
PHEV	4	5	14	15
Electric	1	1	2	2
Total	112	108	122	131

As of October 2024, 40% of the fleet is either a hybrid, PHEV or electric vehicle, already exceeding the target set in KPI 2.

Target 2- Lower the organisations Scope 3 emissions.

KPI 1- Engage with top 5 suppliers (based on emissions) from each business unit by 2026.

Throughout 2024, a supplier engagement strategy was implemented. See the Journey to Net Zero (V03) document for further details.

- There was successful engagement of 95 suppliers and sub-contractors across the group, with those top suppliers by spend targeted (over and above the top 5 in each business unit were targeted).
 - Engagement completed by using a survey sent out via the Normative platform to 107 top suppliers, whilst also being part of the new supplier PQQ, and specific meetings and calls where relevant.
- With regards to the top 5 suppliers from each business unit, the following levels of response were received during 2024:
 - GBL – 2/5 engaged.
 - GBSM – 2/5 engaged.
 - GBCE – 5/5 engaged.
 - GBBSM – 3/5 engaged.
- The supplier engagement strategy will continue into the coming years, with company specific focuses and further supplier sustainability summits to target additional business units (see Journey to Net Zero section for more information).

Target 3- To improve the levels of recycling leaving Head Office and Principal Contractor Sites

KPI 1- 65% material recycled on average across offices, by 2026.

Throughout 2024, the following average recycling percentages have been hit:

- London- 100% diverted from landfill. 42% recycled.
- Worthing- 100% diverted from landfill. 24% recycled.
- Chelmsford- 100% diverted from landfill. 43% recycled.
- Warrington- 100% diverted from landfill. 41% recycled.
- Stevenage- 100% diverted from landfill. 50% recycled.

This gives an overall recycling percentage of 40%, falling behind target.

Throughout 2025, discussions with Veolia and Biffa (the waste management companies who service these offices) will be undertaken to understand the best ways to improve the likelihood that material is recycled following collection. It is particularly positive that 100% of material remains diverted from landfill.

KPI 2- 85% of all waste from principal contractor sites to be diverted from landfill by 2026.

From principal contractor sites throughout 2024, the average ‘diverted from landfill’ figure is 98%, ahead of target.

Target 4- Improve environmental behaviors of operatives working on Gratte projects

KPI 1- To ensure a minimum of 15 environmental TBTs are undertaken by the end of 2026.

Since the introduction of an additional environmental team member, more informal awareness moments and environmental discussions have been undertaken on site. As such, the environmental TBT requirement has been under review. This target will be picked up during 2025.

Target 5- Inspections and Audits Group-Wide

KPI 1- Undertake 72 environmental inspections on sites by end of 2026.

In 2024, 36 scored site visits were undertaken. Since the employment of an additional environmental advisor, there has been a great uplift in the number of inspections undertaken monthly. Visits will continue at an average frequency of 4 per month throughout 2025.

Target 6- Improve biodiversity and natural environment at our regional offices

KPI 1- To undertake 5 projects to improve biodiversity and nature at our offices, by 2026.

During 2024, the following projects were agreed:

- 1- Insect houses have been installed at our Warrington office- see photo.
- 2- At our Stevenage office, staff were given the opportunity to vote for which biodiversity project they wanted in place. The winning project is an herb garden / wildflower planter. This is currently in construction to be installed early 2025... watch this space.
- 3- At our Head Office in Kings Cross, an information sign is in development to sit next to the canal, giving interested staff additional information on the species they may see going past during a lunch break, and the opportunity to report on species spotted.



2025 Focus for Gratte Brothers

Continued work towards HSEQ strategy targets surrounding key themes (see section 3).

- Net Zero Journey- Focus on supplier engagement and scope 3 reductions as well as easy wins within scopes 1 and 2.
- Sustainability Summit- Following the success of the GBCE sustainability summit, this will be rolled out to other areas of the business, with a focus on GBBSM and GBSM.
- Embodied Carbon- Understanding the impact of our material choices on the embodied carbon of a final build. Requests have come through, particularly in GBSM and GBL projects, for additional information on materials used. This is anticipated to increase, and databases will be held to improve this understanding. These requests will tie into our supplier engagement strategy and ongoing work with sustainable procurement.
- Environmental incident reporting- Development of an incident reporting tool in the HSEQ app or SafetyCulture to aid reporting from site. This will also form a focus area for awareness improvement on site.
- CSR Development – Continuing work with the CSR working groups, People, Places, Planet, to develop and implement the CSR strategy. ‘Planet’ pillar goals in line with the HSEQ and net zero targets.
- Gratte Green Committee- To support the ‘Planet’ pillar, the Gratte Green Committee will continue to focus on the key themes of biodiversity, employee awareness and training.
- Recycling in Offices- As highlighted in the HSEQ targets and KPIs section, recycling rates from the offices are lower than the target set, at an average of just 40%. Discussions will be held with Veolia and Biffa to understand how we can improve this figure.
- COSHH Management and Compliance- As mentioned above, we have now signed up to the Sevron COSHH management system group-wide and have developed an online COSHH management tool. This will be rolled out during 2025, and appropriate COSHH co-ordinators will be trained. There will be awareness campaigns to support the improvement of COSHH compliance overall.
- Circular Economy- On projects where we are removing redundant equipment from site, we will explore the possibility of re-purposing and re-selling these items back into the industry. This reduces the amount we are sending to waste. This can also apply to our own IT equipment within the offices- to be picked up with IT.
- ESOS Reporting- Requirements have been tightened, with additional data required to prove the effectiveness of implemented energy reduction projects. The environment team and facilities will work together to ensure requirements are met.

Relevant Sustainability Trends / Future Items to Consider

- Embodied carbon and decarbonising buildings- understanding the full embodied carbon value of a project is only going to become more important and we will have to input data regarding material quantities and carbon values. We can help my making choices regarding materials with lower embodied carbon values.
- Hydrogen fuel- Can be produced using clean energy to split essentially inexhaustible water molecules, producing only oxygen as a by-product, so making it a good fuel option with regards to emissions. However, 96 per cent of hydrogen today is made directly from fossil fuels- using a process that releases carbon dioxide. With the continued development of green hydrogen (produced using renewable energy), in the next 5 years we can start to think about hydrogen fuel for our fleet and on site.
- HVO fuel- regularly known as biofuel- made from vegetable oils, grease waste, and residues from the agriculture and food industry. This is a completely renewable diesel alternative and considered a 'drop-in' alternative, requiring only minor upgrades to fleet engines. As the infrastructure improves and cost falls, we can consider this to help reduce the emissions of our fleet vehicles. For the generator replacement at head office, this is something which has already been designed in.
- Mandatory Reporting- CSRD (corporate sustainability reporting directive) reporting was introduced to all EU companies in 2023. Currently, the requirements for reporting do not apply to Gratte Brothers- with only GBSM working in the EU which does not push us past the financial threshold. However, it is considered likely that requirements will get stricter, and it is possible that EU companies we work with may want to see similar reporting. With our journey to net zero, we have the required data, but there is reporting around the data, for example regarding risks and opportunities related to climate change, that we would need to consider.
- Green Finance- investment requirements mean that there is rarely going to be a build without a strong sustainability focus- which means more BREEAM requirements and data gathering.
- Digitisation as a method to reduce environmental impact.
- Potential emerging industries in the sustainability space such as vertical farming.
- Construction Products Regulation- In November 2024, the European Council adopted the Construction Products Regulation (CPR) which harmonises EU's rules for the circulation of construction products. This requires manufacturers to report on climate-related indicators, particularly CO2 emissions and energy usage, for priority construction products, with more indicators added gradually over the next few years. While currently an EU based framework, it is expected that similar, UK based requirements will follow.