



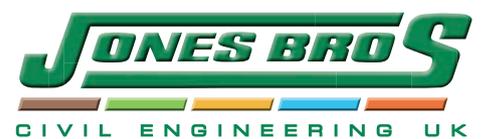
engineering innovation

JONES BROS
CIVIL ENGINEERING UK



ESG Report

2022/23



Message from the Chairman



While Jones Bros Civil Engineering UK has an enviable reputation for the quality of our work, it's just as vital we are similarly revered for our focus on environmental, social and governance.

That's why I'm pleased the company has produced its inaugural Environmental, Social, Governance (ESG) report.

Our support of local communities, approach to taking care of the environment, robust methods of running the business compliantly and safely originates back to when we were founded.

It's genuinely in our DNA, and while we have always made every effort to communicate this internally and externally, this ESG report helps to shine a brighter spotlight on the superb activities carried out across our organisation.

From finding ways to reduce our carbon footprint to engaging community groups around our project sites, our teams constantly and consistently raise the bar.

The report also contains profiles with three members of the team, providing a glimpse into life as a Jones Bros employee and the role they play in our ESG efforts.

Our commitment to environmental, social and governance activities has underpinned our work over five decades, and moving forward, we will continue to aim to set the standard within our industry as well as in the wider business community.

Huw Jones MBE
Chairman



Jones Bros' historic commitment to ESG – it's at the core of everything we do

We are committed to respecting the environments, people, and communities in which we operate, whilst never compromising on the quality of our work.

Engaging with residents and building relationships with other key stakeholders close to our sites is an essential consideration across the business.

We aim to be as creative as possible in the ways in which we engage with the local community, an approach we have taken for more than 50 years.

For example, in 2022, we sponsored the Urdd Eisteddfod's art, design, and technology virtual exhibition app. It was downloaded by more than 40,000 people, who were able to visit the arts and craft centre, and view competitions and results.

We also support charitable causes with many contributions over the years, including to Tŷ Gobaith Hope House, St Kentigern Hospice, Wales Air Ambulance, the North Wales International Music Festival, and several youth and community organisations across the UK.

In addition, we have backed youth sports with activities including sponsorship, purchasing kits, and contributing to a fundraising drive to develop a 3G all-weather sports pitch.

As well as nurturing strong links with local communities, we have an impressive track record of creating pathways to education and training.

Our award-winning apprenticeship scheme has produced nearly 50 per cent of our current workforce, with many of our senior managers starting out, with the company as apprentices or in a trainee role.

In the areas we work, we recruit and train local personnel. This was particularly successful during the construction of the Pen y Cymoedd Wind Farm in South Wales and the extension to the Clyde Wind Farm in Scotland.

Furthermore, we embrace our heritage and have significant numbers of first language Welsh speakers within the company. As outlined in our Polisi Iaith Gymraeg (Welsh Language Policy) the use of Welsh and English is interchangeable within the workplace, and any individual wishing to learn Welsh is supported and encouraged by colleagues as well.

The safety of staff and the public is another area that we never compromise on, illustrated by securing the Royal Society for the Prevention of Accidents' (RoSPA) gold award for 15 years in a row.





Environmental

Jones Bros is a carbon conscious organisation, with an over-arching sustainability strategy to reduce greenhouse gas emissions and provide sustainable resources.

The overall ambition is to ultimately reduce our carbon footprint and minimise the impact we have on the environment during projects of all shapes and sizes.

We are constantly monitoring energy use, waste, and pollution, as well as taking care of biodiversity surrounding our operations.

We also carry out regular audits of our Health, Safety, Environmental and Energy (HSEE) management system, including administration, policy, procedures, and workplace practices.

Carbon Emissions

We are future-proofing ourselves by having a clear carbon management pathway for year-on-year savings when it comes to CO₂ emissions. We strongly believe in protecting children and future generations from the current climate emergency.

Furthermore, we have a carbon reduction plan outlining our commitment towards achieving net zero emissions by 2050.

This plan also includes targets for the first of the six five-year periods from 2019/20 to 2050.

Targets include:

- A 25 per cent reduction in our Energy Performance Index (EnPI) of tCO₂e per £1 million of turnover by 2024-25 compared to the baseline year of 2019-2020
- A short-term target of two per cent reduction in EnPI of tCO₂e per £1 million of turnover, against preceding year, forms part of our ISO50001 targets and objectives

Monitoring our EnPI allows a thorough review of new initiatives, and ensures we are performing and reporting under the Streamlined Energy and Carbon Regulations (SECR).

As part of our bid to reduce carbon emissions we have made several notable changes in the last 12 months, such as the following:

- Invested in an electrical pool car fleet, reducing fossil fuel consumption, and saving more than 1,500 litres of fuel
- Introduced solar powered and hybrid generators, saving more than 2,000 tonnes of carbon emissions

These initiatives have led to us being highly commended at the Building Safety Group (BSG) awards for an environmental honour.

In addition, we have a green travel plan in place on projects which encourages our workforce to use sustainable transport. Implemented prior to starting onsite, the plan advocates car sharing, use of public transport and the cycle to work scheme.

To further reduce carbon emissions, we have introduced energy champions in our permanent offices and larger sites.



Project Spotlight

Building the £135m Caernarfon and Bontnewydd bypass was not simply about improving travel and relieving congestion in the region; sustainability was high on the agenda too.

Using onsite routes, we saved 4,100 tonnes of CO2 and prevented 1.7 million miles of travel on public highways.

In addition, surplus material generated from the project was disposed of in Seiont Quarry, saving 600,000 tonnes going into external landfills.

As part of the build, we were determined to minimise the environmental impact of the scheme and worked hard to improve and enhance biodiversity in the area.

This included adhering to the Environment (Wales) Act 2016, with measures such as existing tree and habitat protection; woodland, hedgerow, and wildflower grassland creation; provision of bat and bird boxes; wildlife passages and guidance fencing; and ecologically sensitive lighting.

Other key environmental benefits, included:

- Donating soil for local village flowerbeds as well as topsoil and reclaimed timber for primary schools in the region to construct eco greenhouses
- Providing new gates for Felinwnda Primary School
- Loaning solar powered lights to Caernarfon Football Club
- Creating a new active travel route, as well as the opportunity for further routes to be added
- Introducing new crossings and enhanced signs to promote safe walking

The project received the following awards in 2022:

- The George Gibby trophy at the ICE Wales awards
- The Environmental/Sustainability Project of the Year honour at the CIHT Cymru Wales awards



Project Spotlight

The £5.7 million onshore converter station platforms for Sofia Offshore Wind Farm and Dogger Bank C, the third phase of Dogger Bank Wind Farm, have included:

- Saving more than 1,000 tonnes of CO2 emissions in the first six months thanks to an investment in hybrid generators that has decreased the need for diesel
- Using two X45 site grid battery banks and two 60kVA generators to provide power to the cabins, reducing CO2 by 42 per cent and cost by 17 per cent
- Sharing leftover materials, which were purchased from the UK market and supported local suppliers, with other contractors

COP26

The COP26 summit brought parties together in Glasgow to accelerate action towards the goals of the Paris Agreement and the UN Framework Convention on climate change.

Contracts Director, Garod Evans, was invited to speak at a forum organised by industry bodies Renewable UK and Energy UK.

Garod focused on how the Dogger Bank Wind Farm project is helping to grow the regional economy of the North East of England and beyond.

The £62.9m Dogger Bank Wind Farm A and B is an onshore civils and cable installation project which comprises two phases of the offshore wind farm.

The offshore wind farm, which will be the world's largest, has directly helped Jones Bros invest in 40 apprentices who will be able to transfer their skills to other renewables work in the future.

Social

Jones Bros is committed to actively upholding social values and providing positive opportunities to all. From employee relations and diversity, to working conditions, local communities, health and safety, and conflict, we are always striving for ways to improve on an already impressive track record.

Careers

We are driven to making the most effective use of talents, skills, and abilities as well as helping all employees maximise their contribution.

This includes a department focused on training and development plans, whereby we have invested and built our own Construction Industry Training Board (CITB) approved training centre, in Denbigh, North Wales.

Our focus is on all young people: apprentices, trainees, and graduates, with more than 100 benefiting during the past three years, including:

- Thirty-six graduates and apprentices were employed and trained on the Caernarfon and Bontnewydd bypass, with work experience for a further 15 people. More than 93 per cent of the workforce were from North Wales, with 31 per cent living within a 10-mile radius
- Ten apprentices and two local work placements, continued their education on the enabling works for Dogger Bank C and Sofia

- Six work placements, including one year-long industry placement, at our head office in Ruthin, which saw two people work in the design and construction management team. One of which also headed to marine energy project Morlais

Jones Bros regularly hosts and attends careers events and open days inviting visitors and students from schools, colleges, and local communities.

For example, we opened our doors to the training centre in Denbigh to offer up a taste of what individuals could experience as an apprentice plant operative.

Furthermore, Quality Manager Rayhanneh Saboonpaz attended a Women in Construction and Engineering event in Wrexham which highlighted the equal opportunities for women within civil engineering to around 75 schoolgirls from eight schools.

In addition, we have also signed the armed forces covenant. This was instigated by Tony Murphy, our Head of HR and Business Management Systems who spent 22 years in the army.





Community

Establishing positive community relations is integral to our ethos as a family-run business. We strive to support local initiatives, charities, and organisations.

We have provided various support, including:

- Co-commissioning a community opera entitled 'Gelert: A Folktale Retold' at the North Wales International Music Festival in St Asaph
- Raising more than £2,500 for Tŷ Gobaith Hope House in support of its 'Final Moments Matter' campaign
- A donation towards equipment for the sensory room at the Leonard Cheshire Disability care and nursing home, Eithinog, in Colwyn Bay
- Sponsoring kits for several sports clubs

Community engagement is crucial for any project we deliver, and the King's Dyke Crossing scheme has been no different.

- A widely distributed newsletter has kept the community updated, with a public liaison officer on hand to communicate with local landowners, residents, businesses, and road users

- A time capsule was filled with memories through postcards, letters, photos, and newspaper cuttings, as well as elements of the COVID-19 pandemic, including a face mask and lateral flow test kit
- The Whittlesey Heritage Walk received £2,000 towards the installation costs around information boards and benches
- The market town's new-look heritage centre, located adjacent to King's Dyke Nature Reserve, has benefited from our support of £1,000
- Whittlesey is set to become the town with the highest number of defibrillators per person in the country with Jones Bros due to hand over devices currently stored at King's Dyke

Away from King's Dyke, we donated £2,000 towards the restoration of the old railway crane at the Craft Centre in Ruthin. We were involved in the clearing of the site after the station and yard had been vacated more than half a century ago.

We also worked on a partnership project at Denbigh Colomendy Industrial Estate. The £4.2 million project was shortlisted for two honours at the Institution of Civil Engineers (ICE) Wales Cymru Awards, where we won an award for community engagement.



Governance

A company's reputation is built on how it conducts itself. We aim to ensure our actions, as well as those that work for and alongside us, align with our principles.

On a daily basis we strive to do the right thing, with health and safety being our most important value.

RoSPA/Health and Safety

Setting the highest health and safety standards is crucial to us as a company.

We excelled in our health and safety performance for a 15th successive year when we were presented the gold award by the Royal Society for the Prevention of Accidents (RoSPA).

Courtesy of achieving a gold award status for 15 years in a row, we were also honoured with the RoSPA Order of Distinction.

We are consistently exploring new ways to improve our practices, including devising a programme of behavioural safety culture change called 'Together Safer'.

Furthermore, we firmly believe in promoting a community of acceptance, zero stigma, and having open conversations around mental health.

We are proud sponsors of Mates in Mind (MIM), which provides us with resources to share with employees to promote good mental health and facilitate discussions around the topic.





Lost Time Incident (LTI)

By adhering to the highest standards, we have celebrated major milestones on projects.

Some 500,000 hours, or 500 working days, were worked onsite without an LTI as part of the Caernarfon and Bontnewydd bypass scheme.

An LTI is an injury sustained by an employee that leads to a loss of productive work time, meaning they are unable to perform regular duties.

Providing advice and robust health and safety solutions to ensure that all employees are empowered to raise a concern is key to avoiding an LTI and developing the right culture.

The HSE team gave direction and robust solutions for the operational team, which included:

- Documentation review
- Daily site tours and inspections
- Coaching and mentoring for all
- HSE meetings and training
- Workforce consultation meetings
- Duty holder roles, including first aid, fire marshal, mental health, behavioural safety training and COVID-19 compliance

We also reached 500,000 hours without recording a single LTI as part of our work at Dogger Bank Wind Farm, the world's largest offshore wind farm.

COVID-19

We treat the health, safety, and wellbeing of our staff, contractors, clients, visitors, and all our stakeholders with the importance and seriousness it deserves.

With that in mind, during the COVID-19 pandemic we produced and consistently reviewed our COVID-19 risk assessment and site rules to enable all work locations to implement company and local precautions. This ensured we controlled and managed threat from the pandemic.

When restrictions were in place, we briefed and shared our COVID-19 policies with all persons involved in our activities, with a hotline available to address any issues.

As part of our compliance regime, we had a pandemic inspection schedule across our work locations to ensure standards expected were achieved and maintained.

Staff Profiles

Rayhanneh Saboonpaz

(Quality Manager)

Rayhanneh's role is certainly a varied one and encompasses the social aspect of ESG.

In 2022, Rayhanneh lifted the lid on life at Jones Bros as part of a Women in Construction and Engineering event at Coleg Cambria in Wrexham.

Around 75 schoolgirls from eight schools attended the event held at the college's Bersham Road site, which featured leading names from both construction and engineering.

Rayhanneh said: *"It was wonderful to be able to have a direct conversation with around 30 to 40 young women, who were interested in the world of construction and engineering."*

"I was able to give them an insight into what opportunities are out there in the industry and discuss any pre-conceived ideas around working in the sector, which is not all about digging and labouring."

"There are a lot of skills involved that aren't always obvious when you walk past a site and having the chance to highlight them was invaluable."

"One girl told me she wanted to do something with art and design and there are plenty of jobs in construction that need that subject."



Casey Parry

(Health, Safety, and Environment Assistant)

Casey provides administrative and technical support to senior health, safety, and environment manager, Mike Jolley, as well as the wider team.

On a day-to-day basis, Casey is helping manage, monitor, and maintain all International Organisation for Standardisation (ISO) standards, including supporting the business ISO champions.

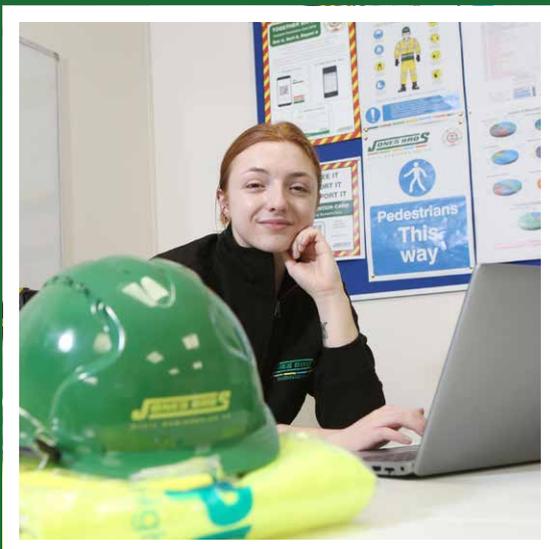
There is a requirement to coordinate with site management and support functions to ensure action plans from inspections and investigations are recorded correctly and closed out.

Also falling under Casey's remit is compiling and issuing health, safety, and environment (HSE) reports and communications, reviewing site documentation, updating, and maintaining the legal register, incident investigation, inspections/audits, and occupational health records.

As part of her diverse role, Casey supports the business with incident investigations, registering sites with the Considerate Constructors Scheme, inputting data for tenders, pre-qualification questionnaires, award submissions, and accreditation schemes.

She said: *"It's fantastic to be able to play an important role in the health, safety, and environmental aspects for Jones Bros."*

"It's a role that throws up plenty of interesting challenges, but one that helps keep those working for and with the company safe."



Sam Higgitt

(Environment Manager)

Sam is an experienced environmental professional who specialises in waste regulation, water resources management, and incident management.

During the working week, Sam helps to coordinate all environmental aspects of delivery, including surveys and reports.

With 15 years of experience in the field, Sam acts as an expert witness at public local inquiries and provides proofs of evidence during hearings.

He said: *"Balancing the needs of the environment and those of a specific project are often challenging, but it's a hugely rewarding task."*

"Being able to get a project completed without causing any harm to the environment, and in a lot of cases, making positive changes, is wonderful."

"Jones Bros as a company is focused on protecting the environment on each and every job we undertake, and we certainly don't take anything for granted from the planning stages through to completion."





Did you know?

Here are some of the eye-catching facts and figures associated with our projects and dedication to improve.

As a company, we've:

- Recruited more than 100 apprentices during the past three years
- Donated around £40,000 in 2022 to charities, various sports clubs, and the arts, including Hope House Hospice and North Wales International Music Festival
- Eliminated 90 per cent of CO2 emissions on heavy plant activity at a landfill site in Calvert
- Invested in an electrical pool car fleet, reducing fossil fuel consumption, and saving more than 1,500 litres of fuel
- Introduced solar powered and hybrid generators, saving more than 2,000 tonnes of carbon emissions
- Installed an additional 10KW system at head office to improve solar energy generating capacity

The £135m Caernarfon and Bontnewydd bypass:

- Avoided 200,000 public highway journeys
- Re-used 700,000 tonnes of rock blasted and excavated onsite
- Saved 600,000 tonnes of surplus material disposal
- Planted approximately 170,000 plants
- Interacted with 341 primary school pupils from 10 different schools
- Raised £19,373 from fundraising projects

The £32m King's Dyke level crossing scheme:

- Celebrated more than 170,000 hours without recording a single LTI
- Created a project specific website, complete with computer-generated imagery
- Used innovative GPS on machinery to work more efficiently and reduce the risks of accidents
- Recruited two local people with another six spending more than six months each on the project
- Spent more than £6.5m locally

The Dogger Bank and Sofia projects:

- Five apprentices completed their first year of their Higher National Diploma (HND) qualification whilst working on the project
- Employed 35 per cent of the management team from within a 60-mile radius to the project
- Employed up to 40 operatives from the local area, with a significant number accepting permanent positions