

Henry Boot

GROUP OF COMPANIES

Responsible Business Strategy 2022 Progress Report

Building a responsible future.

Foreword

We launched our Responsible Business Strategy in January 2022, and I am pleased to share this report which details the progress we made in 2022 against our objectives and targets.



2022 presented a range of challenges for the most vulnerable in our societies. The war in Ukraine caused personal turmoil and placed stress on global supply chains. A rapid rise in energy prices, inflation, and the cost of living also caused anxiety for many. The role of businesses to provide support for their people and communities was never more important or called upon.

I am incredibly proud of how we responded to these challenges. We targeted support for food banks across our locations, providing financial and in-kind donations to provide aid to those in need. We also continued to provide financial support, time, and expertise to a wide range of charitable and community partners creating meaningful and long-lasting social value.

Our people will always be our greatest asset and we continue to invest in their development and wellbeing. Our Health and Wellbeing Strategy was developed in collaboration with our Group Employee Forum and will be rolled out throughout 2023. We have introduced free financial coaching for our people and worked with industry experts such as the Lighthouse Construction Industry Charity to provide support and guidance for our people and commercial partners. We have also renewed our commitment to creating a diverse and representative workforce and have made strong progress against our targets.

Our commitment to addressing climate change and reducing our environmental impact remains a top priority. We are proud of our progress and the efforts our people have made to adapt how they work and travel. We encountered several challenges throughout the year and will be working hard in close collaboration with our people and partners in 2023 to solve these. Working closely with partners is critical to achieving success and we will continue to share knowledge, ideas, and our support.

I am proud to work for a business that is adapting to address the challenges our communities and environments face. I remain confident that our integrity, drive and collaboration will help us create long-term impact for those we work with. We will look forward to rolling our sleeves up and doing great things together in 2023!

A handwritten signature in black ink that reads "Jack Kidder".

Jack Kidder
Responsible Business Manager,
Henry Boot PLC

2022 Responsible Business Timeline

2023 >

> 2022

January 2022

Launch of Phase 2 of our Responsible Business Strategy.

April 2022

Introduction of enhanced and additional family policies.



March 2022

HBD sponsor and take on the Landaid Sleep Out Challenge.



June 2022

Launch of Volunteering Programme.



July 2022

The Lighthouse Charity visit Henry Boot Construction sites.



September – December 2022

Cost of Living Campaign – Provision of financial support to assist employees and communities with the cost-of-living crisis.



December 2022

We sponsored the St Luke's Festival of Light, the Children's Hospital Snowflakes and the Archer Project Christmas Lunch.

Responsible Business Strategy Objectives

Our Responsible Business Strategy established three key objectives which continue to guide and challenge us to be ambitious, transparent, and focused in our approach to responsible business.

The objectives of our Strategy are:

1 To further embed ESG factors into our commercial decision making, so that we adapt our business ensuring long-term sustainability and value creation for our stakeholders.

2 To empower and engage our people to deliver long-term meaningful change and impact for the communities and environments we work in.

3 To authentically address those issues deemed to be most significant and material to our business and hold ourselves accountable by reporting regularly on our progress.



Strategy Structure – How it all fits together

Our Purpose is to empower and develop our people to create long-term value and sustainable growth for stakeholders.



Pillar 1 – Our People

We will support, develop, engage and empower our people to have an exceptional working experience, to be the best versions of themselves, and to deliver long-term value for stakeholders.

Pillar 2 – Our Places

In fulfilling our purpose, we will support and engage the communities we work with, and alongside, to create long-lasting social value.

Pillar 3 – Our Planet

We will protect and preserve our planet by reducing our environmental impact, consuming responsibly and safeguarding our environments.

Pillar 4 – Our Partners

We will collaborate with our partners to deliver exceptional results, create value and share knowledge, solutions and creativity to address key issues.



Our Ambitions will be delivered by our people working closely with our partners – delivering collaborative solutions with real impact.



Our Values will underpin and align everything we do.

Over the following pages we detail the progress we have made against the objectives and targets associated with each of our four strategic pillars.

The United Nations Sustainable Development Goals (UN SDGs)

We engaged our stakeholders to understand which of the UN SDGs they felt our business could most positively impact. Based on the feedback received, the Responsible Business Committee selected the following five UN SDGs as those best aligned with our corporate purpose and which we can most positively impact.



Responsible business themes

Our materiality assessment identified that the top 3 issues our business should focus on are:

- Promoting positive health and wellbeing for our people.
- Ensuring our business is equal, inclusive, diverse and accessible.
- Achieving net zero carbon (NZC).

The feedback from our stakeholder engagement has informed the objectives of this Strategy. The strategic objectives and pillars are focused on addressing our material issues whilst also incorporating a progressive and ambitious approach on key areas of responsibility to ensure our approach is holistic and focused. Ongoing stakeholder engagement will be undertaken to ensure that the aims and objectives of this Strategy remain relevant and impactful.

“We will only achieve our ambitions if all of our people and stakeholders come on this journey with us. I am confident that they will, having already seen the impressive levels of commitment, contribution and drive from across the Group.”

Peter Mawson
Chair of Henry Boot PLC

Pillar 1 – Our People

Empowering all our people to be fulfilled, healthy and successful

This Pillar incorporates the strategic objectives of our Group People Strategy and EDI Strategy. It focuses on how we positively engage and empower our people to give them an exceptional working experience, to enable them to be the best versions of themselves, and to ensure the Group continues to recruit and retain talented people.



Our People Key Achievements

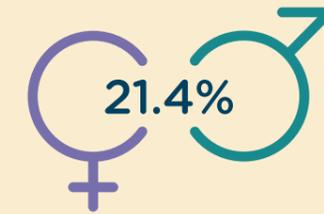
We are proud to have achieved the following in 2022:



Developed our new Health and Wellbeing Strategy



Increased female representation in our workforce to 25%



Reduced our gender pay gap to 21.4%



Introduced enhanced family leave policies



Introduced our new Reward Strategy



Supported our people with the cost-of-living crisis

Our People

We often say that our people are our greatest asset and it is clear that our stakeholders agree! In the materiality assessment undertaken as we developed our Responsible Business Strategy, our stakeholders told us that the health and wellbeing of our people was our most material responsible business issue.



Investing in our people's health and wellbeing is of critical importance to ensure that they are healthy, productive, and fulfilled in their roles. We recognise that a more strategic, interventionist, and collaborative approach is needed. This will ensure that we provide the best possible support and continue to be successful and enjoy commercial growth driven by fulfilled and productive people.

Our Health and Wellbeing Strategy was developed throughout 2022 by our Group Employee Forum and HR team. They engaged colleagues across the business and external partners to review best practice and understand the needs of our people. The feedback received was shared with our Board and Executive Committee and shaped our Health and Wellbeing Strategy (which launched in Spring 2023) and focuses on collaboration with our people and the provision of support across four key areas of wellbeing – physical, mental, digital, and financial.

We recognised the impact that the cost of living and energy crisis could have for our people's financial security and wellbeing. In response, we provided a one-off cost of living payment of £1,000 in September 2022 to the lowest paid two thirds of our workforce. We also partnered with ISIO to provide our people access to individual financial coaching sessions with one of their expert finance coaches.

Creating an equal, inclusive and diverse workplace is a key target and our EDI Steering Group continued to monitor progress against our EDI Strategy and discuss new ideas and initiatives. Nearly 80% of our colleagues undertook EDI training during 2022 to increase their awareness and understanding. We also made good progress to increase our gender diversity with 25% of our workforce and 24% of our management being female and significantly reduced our gender pay gap which (measured as a median) is now 21.4%.

We enhanced our existing family policies and introduced additional policies (including adoption, pregnancy loss, and menopause) which offer enhanced support and leave options. They also support our people to balance personal and professional commitments and access support and compassion in difficult times.

Our People

Our new Reward Strategy aims to provide clarity and consistency about our pay and progression which we hope will ensure more fairness and opportunity for all our people and future talent to progress in their careers. We also continue to invest in training and development opportunities for our people and delivered 1,773.5 training days throughout 2022 (an average of 3.7 days per person).

We are committed to embedding ESG into our commercial decision making. This is role modelled by our senior managers and all members of our Executive Committee have ESG related targets and their teams continue to support them to achieve success. We also continue to work closely with ISIO, our pension fund manager, to track ESG performance for Group pension schemes and we share information about pensions with our people and empower them to make informed investment decisions.

“Henry Boot have been engaging, clear and shown real interest in all interactions with our students. The EDI Steering Group treated our students as young adults and took the time to explain their roles. Thank you for such a positive experience, our students really felt their opinions were valued.”

High Storrs Head of Careers

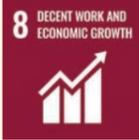
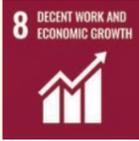


The students from High Storrs winning Future Proof team meet our EDI Steering Group.

Case Study Future Proof

Henry Boot supported Sheffield City Council’s Future Proof work experience programme. We collaborated with a class of Year 9 students from High Storrs School and challenged them to devise a marketing campaign that Henry Boot could deliver to increase our workforce diversity. Each team was given a fictional marketing budget and challenged to work as a team to determine how to spend this and create their campaign. The winning team were invited to our Head Office to meet with our EDI Steering Group and PLC Board EDI Sponsor Joanne Lake to share their ideas.

Our People – progress against our objectives

Objectives	2025 Target	2022 Performance	Aligned UN SDGs	Material Issues
Promoting positive health and wellbeing for our people	Develop and deliver a Group-wide Health and Wellbeing Strategy with a range of activities and resources available to all.	Our new Health and Wellbeing Strategy has been developed throughout 2022 in collaboration with our senior management, Group Employee Forum, colleagues across the Group, and commercial and community partners. This Strategy launched in early 2023 with a delivery plan supporting implementation.		<ul style="list-style-type: none"> Employee health and wellbeing
Creating an equal, inclusive and diverse workplace	Encourage greater levels of gender diversity in our workforce and increase gender representation in management positions with 30% of workforce and line managers being female.	We have made strong progress and female representation of our overall workforce is 25% and of our management is 24%. 	 	<ul style="list-style-type: none"> EDI Education engagement Employee health and wellbeing
	Reduce our gender pay gap to 20%.	Our 2022 gender pay gap (when measured as a median) was 21.43%. 		
	Begin reporting on our ethnicity pay gap and set a reduction target to encourage greater ethnic diversity in our workforce.	We have engaged commercial partners to review ethnic pay gap reporting and are undertaking the required work to begin reporting in 2024.		
	Deliver equality, diversity and inclusion (EDI) training to 100% of our people.	We have delivered EDI training to 79% of our workforce and continue to engage our people regularly on this issue.		
	Introduce best practice recruitment processes and reverse mentoring programmes, combined with an annual benchmarking and auditing process to ensure progress against targets.	Our EDI Steering Group and HR team are collaborating to introduce new recruitment processes and a reverse mentoring programme in 2023. We continually review our workforce data and are introducing measures to ensure it is robust and accurate to establish further targets and introduce new diversity initiatives.		
Engaging and empowering our people	Introduce ESG related targets for all senior management remuneration.	All members of our Executive Committee have ESG related targets incorporated into their performance review.	 	<ul style="list-style-type: none"> EDI Employee health and wellbeing
	Ensure that all Group Pension Schemes incorporate ESG factors in investment decisions and that our people are well informed about their investment choices.	ISIO, our pension scheme manager, conduct thorough reviews of ESG capabilities and report performance against their ESG Manager Review Framework. ISIO's financial coaching sessions provided for our people include advice about pension investments and the Group regularly shares information about pensions with employees.		

 This data is inclusive of Stonebridge Homes and Road Link (A69).

Pillar 2 – Our Places

Creating sustainable social value in our communities

As we deliver our commercial services, we will constantly strive to create long-lasting social value for the communities we work with and alongside. Our people will use their skills, passion and creativity to enhance the places where we work, and to collaborate with local communities.

“Having been actively involved in working with our community partners, I can see how our approach is creating more meaningful interaction with communities and ensuring that we provide the best experience.”

Bradley Longford, Henry Boot Construction



Our Places Key Achievements

We are proud to have achieved the following in 2022:



£291,692

Contributed to a range of charity, community and education partners.



Over 2,250

volunteering hours contributed by our people



Over 2,500

learners engaged throughout the year



51

entry level employment opportunities and work experience placements offered

Our Places

We are committed to collaborating with the communities we work alongside to address the issues and challenges they experience and to support thriving and inclusive local economies.

In late 2021, our people chose for the Group to focus our charitable engagement on the cause of promoting positive mental health and this strategic focus has enabled us to provide significant support for a wide range of partners who protect and enhance people's mental health and wellbeing in diverse ways. We were proud to select Place2Be as our Group charity partner for 2022-23. Place2Be are committed to helping children with their mental health and aim to intervene early to prevent life-long mental health issues. We were pleased to raise approximately £20,000 to support their vital work in 2022.



Our site teams on the Heart of the City projects in Sheffield have welcomed many local learners to visit the projects and learn about our work.

Our community investment continued to be guided by our Charitable Giving Pillars and we collaborated closely with strategic charity partners. This included sponsoring the Landaid Sleep Out for the second year with colleagues taking part and raising vital funds. Ed Hutchinson, the Managing Director of HBD, also assumed the role of Chair of Landaid's Yorkshire and Humber Board. We continue to sponsor Sheffield based youth homelessness charity Roundabout's Homelessness Prevention Service and a team from Henry Boot Construction took part in their winter sleepout. We were proud to sponsor St Luke's Hospice's Festival of Light (an event that celebrates the lives of loved ones) for the fifth time and once again sponsored a snowflake for the Children's Hospital Charity campaign. We also offered extensive in kind and financial support to Zarach who specialise in addressing bed poverty for young people.

Our Charitable Giving Pillars

1. Charities and organisations that support health, medical, and educational improvements for children and adults.
2. Charities and organisations that support those who are homeless or rootless.
3. Charities and organisations that support improvements for the environment and are tackling the effects of climate change.

Our Community Fund offers our people the opportunity to nominate local sports teams, community organisations and charities for funding. We were pleased to offer funding to a range of employee nominated causes in 2022 including youth sports teams, community groups and mental health clubs.

The Group also maintains several investment funds with South Yorkshire Community Foundation (SYCF). We collaborate closely with the SYCF (and are a member of their SY100 Supporter Scheme) to ensure our funds are used to support grassroots charities and community organisations whose purpose aligns with our Charitable Giving Pillars. We can also use our funds in order to collaborate with other SYCF supporters to provide grants to applicants assessed for eligibility by SYCF.

Our Places

We are a founding member of Sheffield Business Together (SBT) and continue to offer our financial and people resources to support the work of this responsible business coalition.

In addition to financial support, we were also proud to support a wide range of community projects through pro bono support. We utilised our colleagues expertise and donated their time and materials to support charities including the Archer Project, Adira, Endeavour, Getaway Girls and Roundabout.

We were delighted to contribute a total of **£291,692** to community and charity partners in 2022.

We launched our new Volunteering Programme in June 2022 and our colleagues contributed over 2,250 hours to our charity, community, and education partners throughout the year. Activity included supporting events and fundraising, conservation activities, mentoring, careers education activity, and community projects.

We recognise that young people are the future of our business. Collaborating with our partners in the education sector to showcase our business and sector and give young people valuable and authentic workplace engagement is essential for long-term success. Our colleagues engaged a wide range of education partners to provide exciting and engaging careers education for learners including site visits, mentoring, and careers sessions. We offered 51 entry level employment opportunities (including work experience placements, apprenticeships, trainee and graduate roles) and are Chairs of the Cornerstone Steering Groups (coalitions of employers committed to careers education facilitated by the Careers and Enterprise Company) in both South Yorkshire and North Derbyshire. We are proud to work with partners to offer learners excellent careers education and to excite them about our industry. We engaged over 2,500 learners via various activity throughout the year.



Case Study

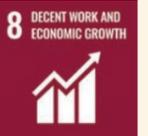
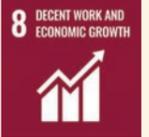
Cost of Living Campaign – September–December 2022

In response to the escalating cost of living for our communities, our Charity Committee created a support package for 15 food banks based in the communities where we work across the UK. We engaged the food banks to provide each of them with a £1,000 donation and our colleagues donated a significant supply of food and other essential items which we delivered. We will continue to collaborate with these organisations to offer them ongoing support.

“Thank you Henry Boot for your generous donation! This will go so far in ensuring that we can feed our clients in these incredibly uncertain times.”

Manchester Central Food Bank

Our Places – progress against our objectives

Objectives	2025 Target	2022 Performance	Aligned UN SDGs	Material Issues
Developing collaborative charity partnerships	Contribute £1,000,000 of financial (and equivalent) value to our charitable partners* (including donations of funds, resources, sponsorship and pro-bono support).	In 2022 we contributed a total of £291,692 to a range of our charitable and community partners including financial donations and sponsorship, employee fundraising, and expertise, time and resources provided pro bono.	 	<ul style="list-style-type: none"> Community engagement Employee health and wellbeing
	Develop long-term strategic partnerships both nationally and regionally, and align all Group charitable giving with our Charitable Giving Pillars – for maximum impact.	In 2022 we developed the relationship with our Group Charity Partner Place2Be and contributed approximately £20,000 to support their vital work. We also continued to develop existing and new strategic charity partnerships and aligned charitable donations with our Charitable Giving Pillars.		
Collaborating with our communities	Contribute 7,500 volunteering hours across our Group to a range of community, charity and education projects.	In 2022, we contributed over 2,250 volunteering hours (equivalent to 281 working days) to a wide range of charitable, community, and education partners.	  	<ul style="list-style-type: none"> Community engagement Employee health and wellbeing
Engaging learners	Engage 5,000 learners through careers initiatives, curriculum focused activity, work experience, and mentoring.	In 2022, we engaged over 2,500 learners through a wide range of careers education activity and initiatives including work experience, site visits, career sessions and mentoring.	  	<ul style="list-style-type: none"> Education engagement Employee health and wellbeing
	Offer 200 entry level employment opportunities or work experience placements with a focus on those who traditionally struggle to access opportunities.	In 2022, we offered 30 work experience placements and 21 entry level employment positions. We engaged a range of education partners to share information about entry routes (including apprenticeships) with learners who traditionally struggle to access careers education.		
	Develop and deliver an Education Engagement Strategy to consolidate and enhance our support and collaboration with education partners, to create significant impact for learners, and to incorporate social and environmental responsibility into our education programmes.	In 2022 we undertook extensive engagement with education and community partners to develop an understanding of their needs and aspirations across the areas in which we work. Additional engagement was undertaken with our people to review the education support currently provided. The feedback and learnings from this engagement will be incorporated into our Education Engagement Strategy which will be launched in 2023.		

*Charitable partners includes registered charities, CICs, community organisations, and education partners.

Pillar 3 – Our Planet

Enhancing our environment and natural ecosystems

Our efforts to protect our planet will incorporate the objectives of the Group's NZC Framework, taking a long-term approach to addressing the impacts of climate change. In delivering our commercial services, we will constantly strive to reduce our environmental impact, minimise our use of resources and reduce waste. We will seek to conserve and enhance our local environments, biodiversity and natural ecosystems.

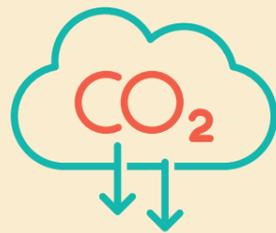
“The climate emergency affects us all and seeing Henry Boot make significant steps towards decarbonising makes me extremely proud to work for them and I’m looking forward to helping achieve these goals!”

Richard Boot, Banner Plant



Our Planet Key Achievements

We are proud to have achieved the following in 2022:



Worked hard to achieve our decarbonisation trajectory – our 2022 GHG emissions are 12% lower than our 2019 baseline.



HGV fleet close to EURO 6 compliance.



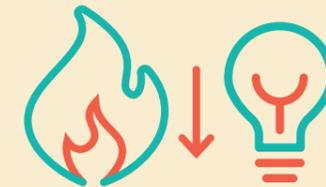
34% reduction in non-sustainable business mileage.
(From our 2019 baseline).



Group properties audited to identify decarbonisation and sustainability solutions.



99% avoidable waste achieved on Henry Boot Construction sites.



Reduced gas usage by 37% and electricity usage by 9%.
(From our 2019 baseline).

Our Planet

Addressing the impacts of climate change and reducing our environmental impact remain primary commitments.

We are striving to achieve net zero carbon (NZC) for our direct greenhouse gas (GHG) emissions by 2030. In 2022, our direct GHG emissions were 12% lower than our 2019 baseline.

Our colleagues have demonstrated great commitment to support our aspirations as they adapted their approach to work and travel. Our non-sustainable business mileage reduced by 34% and our subsidiary businesses have formed Climate Change teams (comprising of individuals from their teams passionate about tackling climate change). Our Group Climate Forum comprises representatives from these teams and other subject matter experts in our business. The Group Climate Forum shares knowledge to address challenges and reports back to the PLC Board Responsible Business Committee and our Executive Committee.

A new Fleet project was established and has been reviewing the infrastructure required to support an electric fleet and are planning a a piloting process to identify and mitigate any challenges. Our HGV fleet is nearly EURO6 compliant, and we are carefully monitoring the development of sustainable HGVs ahead of future fleet renewal.

We collaborated with Energy Impact Limited, a specialist third party, who undertook energy audits of our directly controlled sites and provided a series of recommendations for how our buildings could be adapted to be more environmentally friendly. We are currently implementing the short-term recommendations and reviewing opportunities for longer term infrastructure projects. We also engaged colleagues across the Group through employee-led sustainability audits to identify additional decarbonisation opportunities.

Development of a programme to monitor the usage of water and the levels of waste and avoidable plastic began and this work will continue in 2023 as we look to introduce additional targets and programmes to reduce waste, plastic, and water usage across the Group. In 2022, 99% of avoidable waste was achieved on Henry Boot Construction's sites.

The use of generators on our construction sites remains a significant source of our direct GHG emissions. This problem has been exacerbated by the challenge in sourcing mains power for some of our key sites. We continue to innovate to reduce our reliance on traditional generators and have undertaken extensive trials of sustainable generator solutions. We also continue to liaise closely with customers and commercial partners to ensure that our energy requirements can be sourced sustainably whenever possible.

Our people also proactively developed their knowledge around biodiversity net gain (BNG) and nature stewardship through training, professional collaboration and in the delivery of schemes. We remain committed to conserving and enhancing natural habitats and biodiversity as we deliver our commercial schemes.



Our Planet – progress against our objectives

Objectives	2025 Target	2022 Performance	Aligned UN SDGs	Material Issues
Reducing GHG emissions	Absolute target to reduce Scope 1 and 2 GHG emissions by over 20% to support reaching NZC by 2030.	Our Scope 1 and 2 GHG emissions in 2022 were 2,930 tonnes (a 12% reduction against our 2019 baseline which was 3,313 tonnes). Whilst this reduction is positive, our direct GHG emissions rose moderately in 2022 due to increased productivity. We remain committed to utilising innovative solutions and measures to ensure our GHG emissions fall and we achieve our medium term targets. (S/R)	 	<ul style="list-style-type: none"> NZC
	Replace 50% of van fleet with electric vehicles (EVs) or other sustainable alternatives (100% by 2030).	In 2022, a fleet project team was established to deliver an infrastructure programme to service our future electric fleet. Two electric vans were ordered and will be piloted to identify any challenges ahead of additional vehicles being sourced to achieve our target.		
	Ensure that all our HGVs are EURO 6 compliant (30% to be replaced with EVs or other sustainable alternatives by 2030).	Our HGV fleet is close to full EURO 6 compliance and monitoring of the developments in sustainable HGVs is regularly undertaken.		
	Supply 50% of electricity demand for construction sites from renewable generators.	Henry Boot Construction trialled a range of sustainable generator solutions across key sites throughout 2022 in order to identify opportunities to reduce reliance on traditional generators.		
	Complete energy, resource and sustainability audits in all of our directly controlled offices, sites and depots – and implement all medium-term recommendations.	Energy Impact Limited, a specialist third party, were engaged and have completed audits of our directly controlled offices and depots. Short term recommendations are currently being implemented. Employee-led sustainability audits were also undertaken to identify further GHG emissions and waste reduction opportunities.		
	Reduce non-sustainable business mileage by 20%.	Business mileage in 2022 reduced by 34% from our 2019 baseline.		
	Use biodiesel as we electrify our fleet.	Due to the volatility of the market for HVO fuel and the complexity around it's credibility, we are not currently utilising biodiesel as a GHG emissions reduction measure.		
Consuming resources responsibly	Cut avoidable waste to 99% for our construction sites (100% by 2030).	In 2022, 99% of avoidable waste reduction was achieved on Henry Boot Construction's sites.	 	<ul style="list-style-type: none"> Responsible consumption
	Reduce consumption of avoidable plastic by 50% and undertake Groupwide waste and water monitoring to establish reduction targets.	A programme to monitor and reduce avoidable plastic use across the Group remains in development.		
	Introduce a Group-wide Sustainable Supply Chain Standard to support supply chain collaboration and innovation.	Procurement specialists from across the Group are represented on the Group Climate Forum and will be supporting the development of our forthcoming Sustainable Supply Chain Standard.		
To be a steward of nature	Collaborate with commercial partners to achieve biodiversity net gain (BNG) on our projects and, enhance and preserve natural environments where we work.	We continue to collaborate closely with our customers, supply chain and commercial partners to deliver BNG effectively on our schemes and to share knowledge and solutions.	  	<ul style="list-style-type: none"> Nature stewardship
	Deliver nature stewardship training to 100% of our people.	Teams from the business have attended BNG seminars with specialist industry speakers. A broader range of training and education will be provided across the Group in 2023.		

Pillar 4 – Our Partners

Collaborating with our partners to achieve excellence

This strategic theme addresses the way we support, engage and collaborate with all of our partners. These partners include shareholders, customers, regulators, suppliers, professional service providers, professional membership organisations, and the national and local media (community, charity and education partners are addressed under the strategic theme of 'Our Places').



Our Partners Key Achievements

We are proud to have achieved the following in 2022:



Engaged the Living Wage Foundation to review ensuring our suppliers are paid the real living wage.



Working closely with our partners to ensure we tackle the risks of modern slavery.



Collaborated closely with business coalitions and membership organisations to address key issues including climate change and EDI.



Provided a range of support to our supply chain including toolbox talks, bespoke mental health awareness sessions and guidance on regulations and best practice.

Our Partners

Collaborating with our partners is critical for us to achieve success against the objectives of this Strategy.



Being a responsible business is not limited to addressing societal and environmental challenges. It also means being a good commercial partner, offering an excellent service to customers, dealing fairly with suppliers, and building partnerships focused on shared goals. We routinely engage our commercial partners and supply chain to collaborate on delivering significant social value and employment and skills opportunities in alignment with commercial schemes and community partnerships.

We have engaged with the Living Wage Foundation and will be seeking accreditation. We continue to work closely with our suppliers to ensure that all of our workplaces are safe and that we maintain best practice to ensure our sites and supply chain are modern slavery free.

We work closely with a wide range of industry and professional membership organisations to access best practice and collaboration with our peers as we seek to make strong progress against our responsible business aspirations. You can see an example of some of the partners we work with below.



Our Partners

Case Study

The Lighthouse Construction Industry Charity Site Visits 2022

The Lighthouse Construction Industry Charity provides emotional, physical, and financial wellbeing support to construction workers and their families. There continues to be high rates of poor mental health and suicide in the construction sector and the Lighthouse aim to provide compassionate support and care to promote positive mental health and support for those in need.

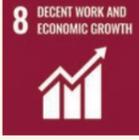
As a major contractor, Henry Boot Construction takes its duty of care to its supply chain seriously and invited the Lighthouse to visit a number of sites in 2022 to deliver toolbox talks on how to protect mental health. The sessions were well attended by both our team and our sub-contractors and further visits across our Group will be organised in 2023.

“The construction industry can be extremely rewarding and provides an opportunity to work with some amazingly talented individuals, but on the flip side, it also has many challenges that can influence poor mental health. Henry Boot has embedded mental health support into its culture with an excellent Employee Assistance Programme (EAP) and trained Mental Health First Aiders. Inviting Lighthouse onto our sites means we can increase the number of touchpoints with both our teams and our suppliers, many of whom don’t have access to Employee Assistance Programmes.”

Ryan O’Loughlin, Director Henry Boot Construction and Lighthouse Trustee



Our Partners – progress against our objectives

Objectives	2025 Target	2022 Performance	Aligned UN SDGs	Material Issues
Being a partner of choice for our key markets	Pay all of our suppliers the real living wage and secure accreditation with the Living Wage Foundation.	The Living Wage Foundation have been engaged and a review is currently being undertaken of the requirements to secure membership.	 	<ul style="list-style-type: none"> • Community engagement • NZC • Responsible consumption • EDI • Nature stewardship
	Maintain best practice to ensure our sites and supply chain are modern slavery free.	Best practice is maintained by the Group's Modern Slavery Policy (which is routinely reviewed) and engagement has been undertaken with charities focused on this issue including Causeway.		
	Provide resources and support to enable our supply chain to support the objectives of this Strategy.	A range of support has been offered to our supply chain including toolbox talks, bespoke mental health awareness sessions with the Lighthouse Charity, and guidance on regulations and best practice.		
Delivering high impact collaborations	Engage and collaborate with our partners to generate the highest possible social value for our community and charity partners.	We have routinely engaged our commercial partners and supply chain to collaborate on delivering significant social value and employment and skills opportunities in alignment with commercial schemes and community partnerships.	   	<ul style="list-style-type: none"> • Community engagement • NZC • Responsible consumption • EDI • Nature stewardship
	Engage key partners to create a more diverse and inclusive built environment sector and form business led partnerships to improve EDI.	We continue to engage with membership organisations (including Business in the Community (BITC)) on EDI and engage other businesses to share knowledge and best practice.		
	Collaborate with all our partners to reduce our environmental impact. This will include collaborating with business coalitions and membership organisations, and providing access to environmental training and resources for our suppliers.	We continue to engage with membership organisations (including Yorkshire Climate Action Coalition) to share knowledge and best practice. We became members of the UK Green Building Council (UKGBC) and will work closely with their team to educate and inform our people and partners on the latest sector environmental developments. We routinely collaborate with our supply chain and professional partners across all areas of commercial operations to identify opportunities to protect the environment and support the aspirations of our NZC Framework.		

Achieving success



Our Responsible Business Strategy aims to showcase our authentic commitment to creating value for our people, places, planet and partners. We look forward to rolling up our sleeves and working hard to deliver against the ambitious and progressive targets we have set ourselves.

Demonstrating our commitment regularly will be essential, so that we showcase our successes and the challenges we have overcome. We will report on our progress annually to ensure that we hold ourselves accountable and will share our experiences transparently so that all our stakeholders can understand our approach and the measures we are taking to ensure ongoing success.

We will collaborate with our people and partners with passion and ingenuity to create long-lasting and genuine value and impact for all the people we work with and the places we work in.

We look forward to sharing our progress with you.

“I am delighted to see a public declaration from the company I love and am proud to work for, to things I am passionate about, I can’t wait to see where our journey takes us.”

Rachel White, Henry Boot PLC

Henry Boot
GROUP OF COMPANIES



Find out more

For more information about the Henry Boot Responsible Business Strategy, please contact our Responsible Business Manager.

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