



# Sustainability Report 2021

Nottingham

# Certifications

- ▶ Product Conformity Cert no. 070703
- ▶ ISO 9001 Quality Cert no. 1552
- ▶ ISO 14001 Environmental Cert no. 1726
- ▶ ISO 45001 Occupational Health & Safety Cert no. 1727
- ▶ Technical Approval Cert no. 5062
- ▶ CARES Sustainable Constructional Steel Scheme Cert no. 1749
- ▶ BES 6001 Responsible Sourcing of construction products Cert no. 1750

# Traceability and Responsible Sourcing

## Material Traceability

100% of all constituent steel reinforcement purchased by Thames Reinforcements is traceable to the manufacturer and cast (traceability further up the supply chain is beyond the scope of Thames Reinforcements to meaningfully influence). This traceability is maintained throughout the production process and final delivery to the customer.

## Responsible Sourcing

100% of all constituent steel reinforcement steel reinforcement purchased by Thames Reinforcements in 2020 is traceable to manufacturers with recognized responsible sourcing accreditation such as BES6001. This evaluation was limited to steel suppliers due to the relatively insignificant proportion of the final product is constituted of non-steel materials.

# Sustainability Performance

KPI	2021 Target	2021 Performance	2022 Target
Scrap Percentage	<i>Produce no more than...</i>	4.75%	4.70%
Recycled Content		-	-
Energy Intensity	<i>Consume no more than...</i>	0.215 GJ/Tn	0.205 GJ/Tn
Water Use	<i>Consume no more than...</i>	0.015 m3/Tn	0.010 m3/Tn
GHG Emissions*		-	12.000 kgCO2e/Tn
Waste Recycled	<i>Increase waste recycled to at least...</i>	0.200 kg/Tn	0.750 kg/Tn
Waste Incinerated	<i>Decrease waste incinerated to at most...</i>	0.400 kg/Tn	1.100 kg/Tn
Waste to Landfill	<i>Maintain waste to landfill at...</i>	0.00 kg/Tn	0.00 kg/Tn
LTIFR	<i>Maintain rate at...</i>	0.00	15.73
Training Hours/Employee	<i>Increase to at least...</i>	35.00	66.02

\*Full details of emissions figures and methodology can be found in 2021 Carbon Footprint report.

# Stakeholder Analysis

Stakeholder	Expectations	Interaction	Involvement
Neighbors / Local Community	Act as a responsible company Support local people Train local people	Direct through meetings Secondary through workforce Website Feedback forms & communication forms	Source of labour Provide services & products Trust in the local community
Suppliers	Business ethics Mutual benefits Long term relationship Stability of operations & reliability Clear procurement criteria	Supplier meetings Evaluation Feedback forms Website	Provide sustainable products Provide high quality products Provide support & advice
Customers	Business ethics Quality & reliability Flexibility Innovative solutions	Customer meetings Customer feedback forms Website	Provide growth and stability of a sustainable business
Employees	Stability of employment relationship Fair & competitive remuneration Equal & fair treatment Safe & healthy working conditions Good leadership Opportunities for career development	Everyday work communication Training programme Suggestion forms H&S Committee meetings Workforce participation & consultation meetings	Provide a consistently high quality product to meet our clients requirements
Local Authorities	Act as a responsible company Business ethics Flexibility	Meetings Other written communication Website	To provide transparency within the Company
Waste Carriers	Act as a responsible company Business ethics Long term relationship	Everyday work communication Meetings Communication forms Website	To provide a service to further protect the environment and to meet all local/national regulations

# Materiality Matrix

Material Aspects				Ability To Influence High/Low	Material Aspects			Ability To Influence High/Low
Importance to Environmental, Stakeholders and Society -----> more					Energy Use	Safe and Healthy Working Conditions	Primary Material Use and Materials Efficiency	High
					Human Rights	GWP & GHG Emissions	Waste	High
					Fair wages	Transport	Stable Employment	High
					Slave & Child Labour	Health and Safety performance	Skills and Training	High
					Fair payment practices	Contribution to Diversity and Stability of the Local Economy		High
					Local purchasing			High
					Water Use			High
					Workers' Conditions			High
					Renewable Energy use			Low
	less <-----							
less <----- Importance to Delivering Organisation Strategy -----> more								
Environmental			Social			Economic		

## Maturity Matrix

Reporting Period		2021		
Characteristics of the approach to sustainability in developing organisations				
Sustainability Principles	Practices	Maturity		
		Immature	Engaged	Proactive & Learning
		Ad-hoc engagement, an informal approach to stakeholders in relation to these Practices. Limited understanding of the implications of the Practices on business priorities and decision making.	Policies and approach documented and well understood. Accountable party identified and responsible implementing roles/tasks resourced, trained and operational. Certified or uncertified management systems in place to manage the Practices. Demonstrable performance improvements.	'Engaged' plus: Proactively using sustainability to drive innovation into the organisation at every level to deliver improved performance. Company success is viewed in broader terms than foundation financials only.
Inclusivity	Stakeholder identification and mapping		Comprehensive list of stakeholders	
	Open engagement in various formats for various stakeholders		Online communications, emails and phone calls, face-to-face meetings	
	Stakeholder issue identification		Key stakeholder expectations are identified	
	Communication of organization response to issues raised		Internal communications, annual publication of sustainability report	
Integrity	Leadership shown - clear Accountabilities documented		Bribery, corruption, tax evasion policies show leadership commitment	
	Code of Conduct adopted	No formal code of conduct outside of management commitment to corporate integrity policies		
	Integrity risks identified and managed		Integrity risk identified and managed	
Stewardship	Sustainable development culture		Culture of sustainability development embedded at all levels.	
	Responsible/Sustainable Supply chain approach adopted		Established responsible sourcing management system	
	Systematic Environmental Management		Established EMS	
	Systematic Social Management		Established sustainability management system	
	Systematic Economic Management		Established sustainability management system	
	Skills and training		Robust training system with objectives for improvement	
Transparency	Career development		Career development reviews	
	Identify appropriate metrics/KPIs		Thorough KPI identification.	
	Monitor performance		Continual collection of KPI data throughout year.	
	Publicly report management practices and performance		Annual sustainability report published.	
	Review performance		Regular review of performance KPIs, management reviews. Used to inform continual improvement of the MS.	