



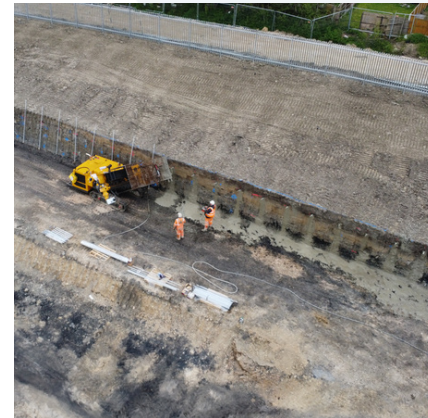
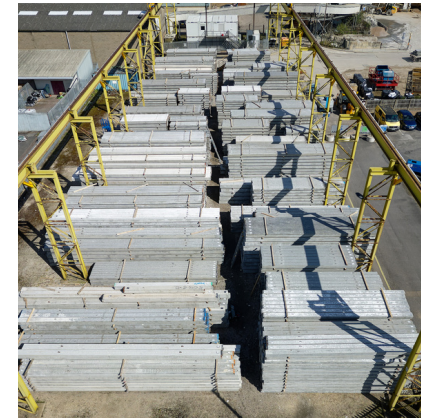
POSITIVE ACTION

Aarsleff UK Group
Sustainability Report
2022-23

Aarsleff UK Group Sustainability Report 22-23

Page of Contents

- [3. A Message from Kevin Hague - Managing Director](#)
- [4. Report Scope & Purpose](#)
- [5. AarWorld - Climate Impact](#)
- [7. Emissions 2022-23](#)
- [10. CO2e Reduction Roadmap](#)
- [11. AarPeople - Employees](#)
- [12. AarPeople - Training & Engagement](#)
- [13. AarImpact - Wider Society & Giving Back](#)
- [14. AarGoals - 2023 Onwards](#)



Aarsleff UK Group Sustainability Report 22-23

A message from Kevin Hague - Managing Director

“ Welcome to our 3rd annual sustainability report. The financial year 2022 to 2023 has been a busy year for the Group, with a number of key changes implemented. We've been working on embedding sustainability into all of our processes as an organisation, delivering training to our staff to ensure their understanding of their own power within sustainability, and making it a core part of our business. We're proud to have completed another record year for turnover, delivering projects across the UK in a wide range of sectors, including numerous projects which have supported the country's sustainable transition.

Closer to home, we've been focusing in on our manufacturing processes, investing in technology to support renewable energy and aiding reuse throughout the system to move towards a more circular way of manufacturing. We've undertaken energy wastage analysis to ensure we are using everything to its full potential and are focusing in on waste as we move forwards.

As we move through our 23-24 financial year, I am looking forward to seeing the results of these investments as well as tangible results from our ongoing schemes. Our people are our biggest resource and they have responded excellently to the challenges posed by the sustainable transition with a strong working group across our three companies.

This report maps out our initiatives delivered through the year and as always, maps out our work against the 17 UN Sustainable Development Goals, which provide inspiration and guidance to the wide range of topics covered under sustainability. From our environmental, societal and employee impact, we are implementing the same mindset we apply to all our work - creating value. With a focus on operational excellence strengthened by our core values of Life & Health, Trust, and Responsibility, embedded in our daily processes is a strive to do more, to create value and mitigate damage. I know that with this mindset being lived by our people everyday and backed up by our leadership teams, we will continue to work towards a more sustainable future. ”



Report Context

Scope and Purpose

The data within this report is collated from October 1st 2022 to September 31st 2023 in line with our financial year structure.

This report has been created in line with the Global Reporting Index Standards as well as SECR requirements. The general reporting standards have been covered with some additional information to inform our clients who may be required to report the construction specific standards as well. We have not reported to GRI as this report will feed into our parent company, Per Aarsleff A/S.

Figures are reported based on data from our IT systems, invoices, meter readings, continuous registrations etc. Data is subject to standard control procedures for quality assurance of data. Any estimates included in the statements are specified. The GHG Accounting Protocol has been utilised to calculate emissions, using specific EPDs where possible and the Emission Factor Databases used in the EFFC Carbon Calculator if not.

Unless otherwise stated, data figures of this report solely include the companies Aarsleff Ground Engineering Limited, Centrum Pile Limited, and Cannon Piling Limited.

The operating facilities included in this report are as follows:

- Aarsleff Ground Engineering offices (Hawton Lane, Newark) - OWNED
- Centrum Pile Factory (Hawton Lane, Newark) - OWNED
- Aarsleff Ground Engineering Doncaster Yard - LEASED
- Aarsleff Ground Engineering Newcastle Office - LEASED
- Aarsleff Ground Engineering Knaresborough Office - LEASED
- Aarsleff Ground Engineering Plant Workshop (Newark) - LEASED
- Cannon Piling Limited Office (Chelmsford) - LEASED
- Cannon Piling Limited Yard (Chelmsford) - LEASED



AarWorld

Climate Impact

As a part of the built environment, we are aware of the need to limit temperature rise to 1.5 degrees before 2030 and reach net zero emissions by 2050. We are also conscious of our effort on the wider environment, including biodiversity, water, and resource scarcity. We are involved in wider industry working groups and research projects to address key issues within the ground engineering sector, such as the heavy emitting resources steel and cement.

The highest governing body within the UK are aware of sustainability as it pertains to the industry and have shown an interest by attending conferences and talks by industry leaders. Our Managing Director, Kevin Hague, is an officer for the Federation of Piling Specialists and the European Federation of Foundation Contractors, as well as sitting on the board for the European branch of the Deep Foundations Institute, all of whom have ongoing sustainability working groups.

A number of different facets make up the way we govern sustainability within our organisations. Responsibility sits at the highest level, with senior management, who we refer to as the 'Board'. They will determine and adjust our targets year on year, based on current and relevant information. They assess and manage risk and opportunity for the business as a whole and within the area of sustainability.

We are aware, however, that sustainability is a practice that must be embedded at every level of an organisation and therefore, we encourage thought leadership within every area of the business. A central sustainability coordinator manages and assists in the delivery of our strategy but we encourage all employees to engage and develop their understanding of the risks and opportunities around the subject. We run a central Sustainability Working Group which all employees are encouraged to participate in and share ideas and best practice.

Sustainability work within the wider European group is done through the Aarsleff Sustainability team who plan to work with management boards and sustainability leaders across the group to develop policy but final sign off comes from the board. This process is in development as the Sustainability team first tackle Denmark before disseminating across the group.



AarWorld

Energy

As part of our ongoing Scope 2 reduction plan, we have installed solar panels at our head office and factory site this year. Situated on top of our large factory sheds, the solar panels produce enough energy to power our factory and head office fully from renewable sources.



Timber Waste

Waste has been a major focus for us this year and we are delighted that by introducing a timber credit scheme between our factory and sites, we have been able to reduce timber waste by 52% against our 2020-2021 baseline.



Emissions 22-23

Scope 1 and 2

Scope 1	Aarsleff	Centrum	Cannon	Total (tCO2e)
Petrol	61.51		384.89	446.4
Diesel	3199.55	182.01	1139.98	4521.54
Gas (office heating)			0.49	0.49
Employee Vehicles	431.9	30.75	215.95	678.7
Total (tCO2e)	3692.96	212.76	1741.31	5647.03
Scope 2	Aarsleff	Centrum	Cannon	Total (tCO2e)
Electricity	20.35	229.62	3.67	253.64

Emissions 22-23

Scope 3

Scope 3	Aarsleff	Centrum	Cannon	Total (tCo2e)
Steel	6343.69	7198.73	1975.02	15517.44
Cement/ Concrete	2880.11	11907.58	5553.65	20341.34
Equipment Hire	190.02	2.33	42	234.35
Other Raw Materials	38.13	346.54	0.17	384.84
Upstream Transport	4068.07	161.29	553.49	4782.85
Employee Commute	136.75	65.41	18.84	221
Timber	173.59	11.65		185.24
Lubricants	83.81	6.90		90.71
Insurance	58.3	58.3	58.3	175
Consumables	347.7	859.13	0.94	1207.77
Other	89.98	60.36	0.42	188.44
Total (tCO2e)	14410.15	20678.22	8202.83	43291.20

Emissions 22-23

Year on Year Analysis

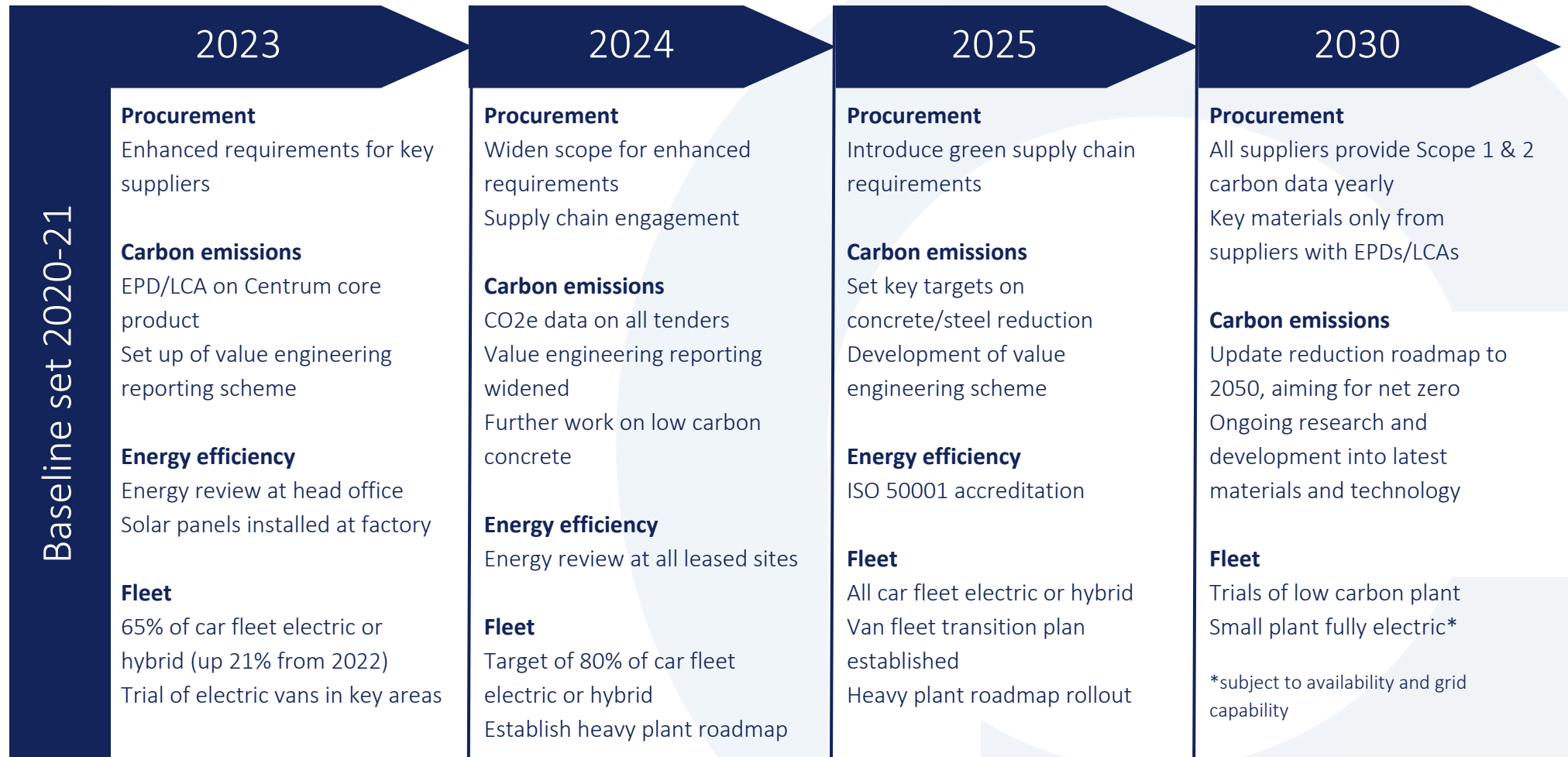
	2022-23	2021-22	2020-21
Total Emissions (tCO2e)	49191.87	41,519.29	37,405
Intensity Ratio (tCO2e/£ million turnover)	507	561	806

SECR Energy Reporting

	2022-23 (kwh)	2021-22 (kwh)
Energy consumption - gas	2,307.72	3,485.14
Energy consumption – transport fuel	23,397,258.98	15,697,687.56
Energy consumption – electricity	1,194,555.64	1,253,897.23

Footprint Reduction Roadmap

Our Journey to 2050



AarPeople

Employees

The Aarsleff UK Group recognises its employees as our most valuable asset. The lifeblood of our business, our people are at the core of who we are and what we do, so building and maintaining a culture that is inclusive, places safety at its forefront, and recognises the importance of our people is key. We maintain this through our 'Step into the Blue' culture framework, which works with the core values 'Life and Health', 'Trust', and 'Responsibility'. It is the way in which we work but also how we embed operational excellence throughout our entire business, giving our people the resources, skills, and ability to excel.

Aarsleff use a combination of market determined salary that is supplemented by performance related criteria. Aarsleff does not operate a standard process for the provision of sign-on bonuses or recruitment incentive payments, termination payments or clawbacks. Pension contributions are determined in accordance with the company procedure as a standard percentage of salary. Remuneration is determined in line with the wider European group guidelines. For our annual compensation ratio, please see our accounts. Our staff handbook includes a whistleblowing policy, allowing staff to raise their concerns through a number of venues - their line manager, the UK board, and through HR. [Our full policies can be found on our website.](#)

Our employee breakdown as of 31st September 2023:

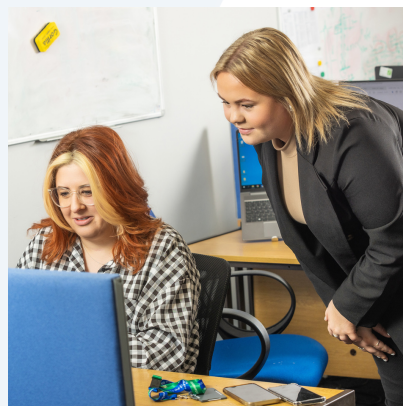
Full Time Male	228
Full Time Female	22
Part Time Male	2
Part Time Female	7
Total Employees	259

Data compiled through payroll system.

Assumption made that gender collected at onboarding is correct.

Part time is considered anything less than full time hours for specific roles.

We do not currently hold data on our employees' race, ethnicity, religion, or sexual orientation past carrying out Right to Work checks at onboarding.



AarPeople

Training & Engagement

Within 2023, we are delighted that we have met the following targets for Aarsleff and Centrum:

- 97% of the workforce received unconscious bias training (target set to senior management only)
- 96% of the workforce received sustainability training
- 98% of the workforce received health and wellbeing training (target set to be completed by end of FY23-24)

All employees in Aarsleff and Centrum have also a wider series of training modules each month in the financial year 22-23. These are:

Equality, Diversity & Inclusion, Modern slavery, GDPR UK: Essentials, Cyber security awareness, Effective remote working (office personnel) / Noise (non-office personnel), Unconscious bias (Employees/managers), Bullying harassment (Employees/managers), Social media awareness, Fire Extinguisher Use, Anti-bribery, and Stress awareness

We will deliver these goals to Cannon Piling within the FY23-24 as part of the ongoing integration following their acquisition in 2022.

We engage our employees through a series of practices:

- A quarterly 'Worksafe Committee' is held with Board members present to allow staff representatives to discuss concerns
- Our appraisal scheme measures all our workforce against our core values, giving people the opportunity to demonstrate their commitment to the business' strategic direction, and every person receives a one to one with their line manager (or a sensible alternative)
- We host a 'Staff Chat' twice a year, where staff are briefed on ongoing trends within the business and presented a deep dive into our goals and strategic direction
- Our 'Monthly Roundup' is distributed to all employees and presents a data based breakdown of key facts and figures every month
- We've introduced an annual engagement survey to give staff the opportunity to share feedback and drive change
- Senior Management regularly attend sites to carry out safety assessments and understand the experience of on-site staff
- Our 'Sustainability Working Group' is open to all white collar staff with minutes distributed across the business, encouraging active involvement in our sustainability journey
- We kicked off a 'Gold Standard Visit' programme with 60 of our staff visiting our ongoing site in Deeside. Employees were encouraged to visit the site and were given a presentation by the site team to understand why the project had been identified as being of a gold standard for operational excellence

AarImpact

Wider Society

Apprenticeships form a key part of how Aarsleff engage with young talent and how we bring young people into the business. With 740,400 people undertaking an apprenticeship in England in 2021/22, they are a growing path into the workforce and Aarsleff recognises the need to support this young talent.

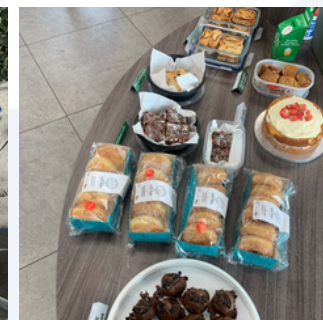
We currently have 6 apprentices working across our three companies, in a range of different roles. These include marketing, HR, plant, and piling attendants. Combined with more senior members of our team on further education training schemes including masters degrees and PhDs, 5.41% of our workforce are currently on company paid accredited training schemes. Through our partnership with the 5% Club, we've committed to up this to 7% by 2025.

Giving Back

Over the FY 22-23, the Aarsleff UK Group donated £15,084 to charitable organisations. Charitable drives ranged from support for local youth sports clubs and support of employee charitable efforts such as marathon running and soapbox racing, to more traditional fundraising such as office bake sales and raffles.

In 2024, employees will be offered the opportunity to take up to 2 days of volunteering leave, allowing them the opportunity to get involved in local community projects and give back, without having to use their annual leave.

We will also ramp up our partnership with the YMCA Newark and Sherwood in 2024, offering their service users sessions on the basics of ground engineering, helping them understand what jobs in construction can look like, and giving guidance on CVs and application processes.



AarGoals Moving Forward

2023 Onwards

AarWorld

Target

100% of cars hybrid or electric by 2025
Improved energy usage within Centrum factory
Offer CO2e data on piling tenders by October 2024
Reduce timber waste 50% by October 2023
40% reduction in all waste by 2030
Enhanced supplier policy for key suppliers
Measure and report on value-engineering by 2023

AarPeople

Maintaining equality, diversity, & inclusion
Health and Safety
Employee Satisfaction

AarImpact

7% of workforce enrolled on accredited training schemes by 2025
Offer employees 2 paid volunteering days a year
Deliver 3 skills/learning workshops within the community each quarter by 2025

2023

65%
Solar panels installed
Centrum Pile EPD
52% achieved against 2020
n/a
Introduced for key suppliers
Introduced and measured

2025

100%
Improve efficiency rating
On all tenders & designs
80% reduction against 2020
20% reduction against 2024
Full Green Supply Chain
Low carbon materials

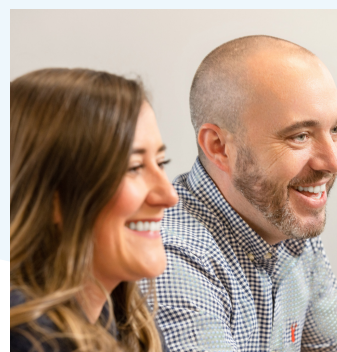
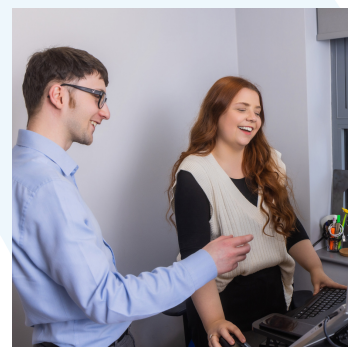
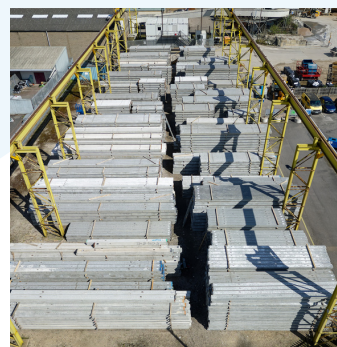
Unconscious bias training delivered
0.7 LTAFR*
First survey conducted

Roadmap established
Maintained or improved
Annual process with key actions

*lost time accident frequency rate

5.41%
Policy introduced
Framework agreed

7%
Fully functional scheme
3 sessions each quarter





All information is correct at time of publication
Contact: sales@cannonpiling.com
www.cannonpiling.com
01245 401333