

The background image shows a construction site in a rural setting. A yellow excavator is positioned on a dirt path, working on a large pile of dark soil. To the left, there is a white fence and a grassy field. In the distance, there are rolling hills and power lines under a clear blue sky.

Forkers Ltd
Civil & Ground Engineering Contractors

2024/2025

**Sustainability
Strategy**

Our Vision + Core Values

We recognize the critical importance of sustainability in today's rapidly changing world. With increasing environmental challenges and growing societal expectations, we understand our responsibility to operate in a manner that minimizes our environmental footprint, maximizes social benefits, and ensures long-term economic viability. Our sustainability approach is embedded within our 7 company core values, further guided by United Nations Sustainable Development Goals, highlighting our commitment as we develop and grow sustainably.

Get it Done: Work as a team, and with our clients, to proactively use our experience, knowledge and skills to deliver best value and low risk project solutions. Be agile and responsive to clients' needs to get the job done.

Right First Time: Deliver high-quality projects on time, to specification and to budget, targeting zero defects at handover.

Customer & Client Satisfaction: Care about our clients and customers. Ensure all staff and operatives are committed to working collaboratively with our clients to provide outstanding standards of customer care.

Safety, Health, Environment & Wellbeing: Everyone involved in our work will get home safe and well. Operate high standards of health and safety and protect the environments we work in and around, targeting zero accidents or incidents. Empower our workforce to look after themselves and everyone around them.

Community Commitment: Actively engage, collaborate and invest in the prosperity of the communities we work within through donations, local hiring, hands-on volunteering and engaging with local schools and colleges. Ensuring we leave behind a lasting positive impact.

Resilient & Sustainable: Work ethically and responsibly with due regard to the environment, carbon reduction, procurement, employment, and staff development. Encourage innovative thinking to ensure we are resilient in the face of change.

Continuous Development: We are only as good as our last job. Embrace diversity and inclusion and focus on celebrating success, performance monitoring, lessons learned and innovation to ensure we are always getting better.



Objective

Reduce energy consumption, mitigate environmental impact, and decrease carbon emissions

Key Measure

Reduce scope 1 and 2 emissions 42% by 2030 from 2022 baseline

Environmental Management

- Implement environmental management systems (EMS) to monitor and manage environmental performance, and regulatory requirement, remaining compliant with ISO140001 accreditation
- Enhance biodiversity by preserving and restoring natural habitats within project sites and incorporating native vegetation in landscaping designs, ensuring all projects requiring planning permissions have at least 10% biodiversity net gain.

Energy Efficiency Initiatives

- Implement energy-saving technologies and practices, such as motion sensors, timers, and smart meters, to minimize energy wastage and optimize consumption.

Renewable Energy Adoption

- Invest in renewable energy sources, such as solar photovoltaic (PV) systems, to generate clean electricity for our head office and plant yard facilities.
- Explore opportunities for on-site renewable energy generation, such solar powered welfare units

Carbon Emissions Reduction

- Transition the company's vehicle fleet to electric or hybrid vehicles, prioritizing low-emission options for transportation to and from project sites.
- Explore alternative fuel options, such as biofuels or hydrogen to support heavy machinery and fleet, battery powered plant equipment to reduce reliance on fossil fuels.



Objective

To minimize waste generation and promote responsible material usage throughout all projects

Key Measure

Reduce waste to landfill 40% by 2030 from 2022 base line

Waste Reduction Measures:

- Implement strict waste management protocols on construction sites, including segregation of recyclable materials, proper disposal of hazardous waste, and promotion of reuse opportunities.
- Conduct regular waste audits to identify areas for improvement and implement measures to minimize waste generation.

Sustainable Material Sourcing:

- Collaborate with suppliers to source materials with low carbon emissions and environmental impact, prioritizing those with sustainable certifications such as Forest Stewardship Council (FSC) for timber.

- Evaluate the lifecycle impact of materials and prioritize those with higher durability, recyclability, and environmental performance.

Employee Training and Awareness:

- Develop training programs and workshops to educate employees about waste reduction techniques, sustainable material choices, and proper handling procedures.
- Foster a culture of sustainability by encouraging employees to adopt environmentally responsible practices both on and off-site.

Continuous Improvement:

- Regularly review and optimize material procurement processes to minimize waste, reduce costs, and improve environmental performance.
- Monitor and analyse waste generation data to identify trends and implement targeted interventions for further waste reduction.



Objective

Foster a culture of sustainability among employees and contribute positively to local communities.

Key Measure

Enhance community satisfaction with company contributions and engagement activities by 20% by 2026

Diversity, Equity, and Inclusion

- Promote diversity, equity, and inclusion within the company by fostering a workplace culture that values and respects differences in background, experience, and perspective.
- Implement policies and programs to ensure equal opportunities for all employees, regardless of gender, race, ethnicity, age, disability, or sexual orientation.

Employee Training and Development

- Provide ongoing training and professional development opportunities for employees to enhance their understanding of sustainability principles, practices, and technologies.
- Foster a culture of sustainability by promoting awareness, responsibility, and accountability among employees at all levels of the organization.

Community Engagement

- Establish partnerships with local charities, non-profit organizations, and community groups to support environmental conservation, social welfare, and economic development initiatives across our projects.
- Encourage employee participation in community service projects, volunteer programs, and fundraising activities aimed at addressing local environmental and social challenges using their 2 annual volunteer days.



Objective

Integrate sustainability considerations into procurement processes, promote sourcing

Key Measure

Develop sustainable supplier metrics with 70% coverage by 2026

Lifecycle Assessment

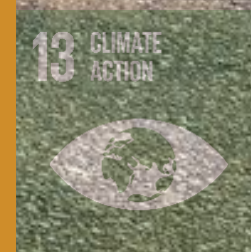
- Conduct lifecycle assessments of procurement decisions to evaluate the environmental impact of materials throughout their entire lifecycle, from extraction and production to disposal.
- Select materials and products with lower environmental footprints, considering factors such as carbon emissions, resource depletion, and toxicity.

Supplier Engagement and Selection

- Collaborate with suppliers to establish sustainability criteria for procurement, including environmental performance, ethical sourcing practices, and social responsibility.
- Prioritize suppliers that demonstrate a commitment to sustainability through certifications, such as ISO 14001 for environmental management and Fair Trade for ethical sourcing including modern slavery and human trafficking polices.

Continuous Improvement:

- Regularly review and update procurement policies and procedures to incorporate evolving sustainability standards, regulations, and best practices.
- Engage with suppliers to identify opportunities for innovation and improvement in sustainable sourcing practices, fostering a culture of continuous improvement across the supply chain.



Objective

To establish robust measurement and reporting mechanisms to track sustainability performance accurately and transparently, providing stakeholders with comprehensive insights into the company's environmental impact.

Key Measure

Ensure all areas of impact are recorded across Scopes 1 to 3 and achieve 100% transparency in reporting of emissions reports and progress by 2025.

Data Collection and Analysis

- Implement a comprehensive data collection system to monitor key sustainability metrics, including energy consumption, carbon emissions, waste generation, and water usage.
- Utilize advanced analytics tools to analyse sustainability data, identify trends, and track performance against targets.

Stakeholder Engagement

- Engage with local communities, government agencies, and other stakeholders to identify shared sustainability priorities, collaborate on joint initiatives, and address community needs effectively.
- Communicate openly and transparently with stakeholders about the company's sustainability efforts, including progress, challenges, and future plans.

Annual Sustainability Reporting

- Prepare annual sustainability reports outlining the company's performance in key environmental and social areas, including progress towards sustainability targets, achievements, challenges, and future plans.
- Ensure transparency and accountability by disclosing relevant sustainability information to stakeholders, including clients, investors, employees, and the wider community.




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Forkers is committed to integrating sustainability principles into every part of our operations. By prioritizing the environmental, social responsibility, and economic viability, we aim to deliver innovative solutions that meet the needs of the present without compromising the ability of future generations to meet their own needs.

We pledge to uphold the highest standards of sustainability in all our projects, ensuring that we contribute positively to the well-being of communities and the preservation of our planet.

This commitment is endorsed by Construction Director David Cartwright who pledges full support for the implementation and enforcement of this sustainability strategy. It is the responsibility of every employee, from management to frontline workers, to actively engage in and promote sustainable practices in their daily activities.



Signed D Cartwright, Construction Director

Date 11/04/2024