

**WAINWRIGHT**  
SUSTAINABILITY REPORT 2022-23

Personal. Professional. Ethical.



## PROUD OF OUR HERITAGE EXCITED BY OUR FUTURE

Welcome to our 2023 Sustainability Report, which analyses our performance during the 2022-23 financial year. I'm pleased to say we've advanced against many of our objectives, though are realistic about the areas in need of tighter focus. This evinces our enduring commitment to greening our operations, contributing to local communities, and growing our business for the next generation.

Climate change is one of many global challenges to have an impact on Wainwright. Others include geopolitical unrest, economic uncertainty, and advances in technology such as the rapid emergence of generative Artificial Intelligence.

Some of these issues can seem remote, but they all influence our strategy of developing Wainwright as a sustainable and commercially vibrant business. I take that responsibility seriously: I want to ensure we are ready for the future and can take full advantage of the opportunities before us.

One of the things that gives me confidence is the sheer depth of our history. Since joining the company, I have been struck by the richness of our heritage. It tells us where we've come from, but also gives us an indication of where we're going.

For example, Wainwright's success has often been a result of our fleetness of foot. We are a nimble operation that can respond to circumstances quickly, often outpacing our larger rivals to secure market advantage. I believe sustainability is an area in which we can leverage that benefit and establish ourselves as a sector leader.

The gains of doing so are clear. Not only will our commitment to sustainability help mitigate our impact on the planet and contribute to the global pursuit of Net Zero. It will also bring commercial benefit, helping us win more work from the public sector and reducing our cost base.

Sustainability is at the heart of what we stand for. Wainwright lives by its values: personal, professional, and ethical. We are committed to doing the right thing. Pursuing the policies and targets contained in this report is a central part of that ethos. We do it because it's who we are: proud of heritage, and excited by the prospect of building a brighter, greener future.

**Tom Longland, CEO**





“Cooler asphalt mixing temperatures and energy-efficient processes reduced our gas usage.”



## GREENHOUSE GAS EMISSIONS A DOWNWARD TREND

We’ve reduced absolute and relative greenhouse gas emissions in the last year – showing our ongoing commitment to greening our operations and optimising efficiency

**Our absolute emissions** have reduced from 10,775 tonnes of CO<sub>2</sub> in 2021-22 to 9,058 tonnes in 2022-23 (Scope 1 and 2). In addition, our carbon output per tonne of material sold has gone down to 8.17kg. These figures reflect changing market dynamics, as well as our drive to implement the carbon-reduction hierarchy. To reach Net Zero we must reduce emissions through avoidance where possible and then switch remaining emissions to renewable energy sources – offsetting only as a last resort.

Cooler asphalt mixing temperatures and implementation of energy-efficient mixing processes reduced our gas usage, but it remains at 66% of our emissions due to our baseload reduction in other areas. By adopting Hydrotreated Vegetable Oil (HVO) and focusing on vehicle efficiency, we reduced absolute vehicle emissions.

We achieved a reduction in electricity emissions, through a focus on electricity management in our offices and equipment shut-off during break periods. Strong aggregate sales had an impact on our overall product mix, yielding a decrease in per-tonne carbon emissions. We have been implementing sub-metering across our site and next year will report on our carbon per tonne by product.

### Energy management

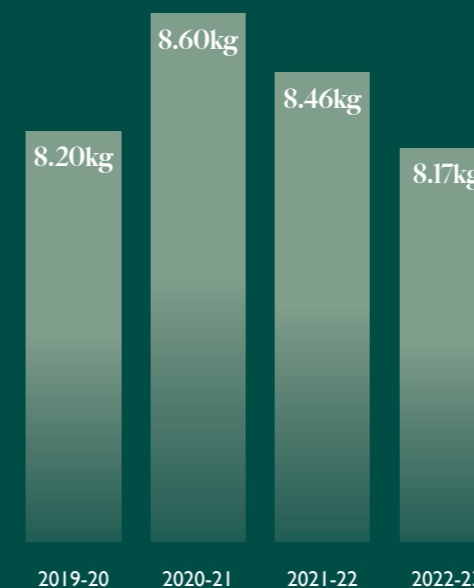
In 2022-23, we implemented a certified energy management system. Each business division now has an energy management target and associated action plan to reduce emissions. Our progress towards these targets is communicated widely within our business and reviewed regularly.

We have held discussions with employees and contractors with a view to gathering and implementing energy saving ideas and opportunities across the business.

We attained the ISO 50001 Energy Management System standard after an audit in 2022.

### Our relative carbon emissions

Carbon kilos per tonne output by year



### Renewable Energy

We continue to explore ways of increasing our existing renewable energy generation capacity on site. As a responsible business, we believe implementing behind-the-meter renewables to assist the UK's energy transition is the right thing to do. We are focused on implementing the technology in the most considered way.

This year, we have conducted surveys to establish the optimal implementation strategy. Choosing the appropriate site location depends on avoiding highly productive agricultural land and high-value biodiversity land, as well as evaluating the visual impact on the local community.



### Future focus

- Identify key Scope 3 emissions – from, for example, bitumen, haulage, aggregates
- Develop 2035 road map to carbon neutrality
- Work with suppliers to establish carbon footprint per product



## TRANSPORT AND EMISSIONS GREENING OUR FLEET

We continue to adopt new technologies as we embed sustainability in our vehicle use. That includes company cars, operational plant, and our haulage fleet



Our employees continue to embrace the fiscal incentives offered to choose electric vehicles as their company cars. As a result, we have the highest number of all-electric vehicles ever recorded on our fleet, with a slight drop in hybrid-electric vehicles that reflects the development of longer-range pure electric models. We are pleased that the number of diesel vehicles has fallen, showing that our people are moving away from ICE vehicles in favour of greener technology.

This reflects the focus of our company car policy over recent years. Where possible, staff are encouraged to adopt low-emissions vehicles, and supported in that decision by our provision of free charging when parked on-site.

### Transport

Our haulage fleet is vital to Wainwright's success. It has a pivotal role in sustaining our contribution to maintaining and improving vital infrastructure in the South West and beyond. It is also a visible sign of our branding in the region.

Although we operate on an owner-driver basis, we recognise that our hauliers are seen as the public face of our business. In 2022, we appointed a Transport Supervisor to oversee every aspect of fleet management. His team works to maximise logistical efficiency while delivering the exemplary customer service for which Wainwright is known.

Company Road Vehicles	Diesel	Hybrid	Electric
2018-19	40	6	1
2019-20	40	6	3
2020-21	40	5	6
2021-22	39	8	8
2022-23	32	6	11

### Driving our values

This year, we delivered induction and refresher courses for our entire haulier community. The focus was on embodying Wainwright's values (personal, professional, ethical) when delivering products and interacting with the public.

We have moved from 92% of our franchise haulage fleet being Euro 6 compliant in 2021-22 to 98% compliance in 2022-23. We are working towards 100% to improve local air quality through reduced emissions from Nitrogen Oxides (NOx).

We have conducted a detailed data review of our fleet haulage emissions, to ensure the accuracy of our information gathering. That will ensure we meet our emissions targets by developing the clearest possible understanding of our operation.

As part of our Scope 3 emissions review, we undertook a system review of material flows and rerouted some materials for processing. This cut more than 8,500 road miles, equating to approximately 11 tonnes of carbon saved.

98% of our franchise fleet is Euro 6 compliant



### Future focus

- Trial EV trucks this year
- Increase number of on-site EV chargers from 12 to 16





RAISING THE STANDARD

# MANAGING OUR SUPPLY CHAIN

The big achievement of 2022-23 was our attainment of the BES 6001 Standard. But our efforts go deeper – including a marked increase in our use of Recycled Asphalt (RA)



## We've increased our use of recycled content by 50% between 2021-22 and 2022-23

### Performance against targets

In 2022-23, we have included RA in our surface course products as well as base and binder products, all while creating a durable solution that is built to last.

We have achieved an average 50% increase in our use of RA across our range, from 4% to 6%. This figure will be higher next year as a result of significant plant upgrades at Moons Hill that enable us to make greater use of RA as we work towards our target of 25% recycled content across our range by 2030.

The disruption to production caused by the plant modifications explains why our use of RA hasn't been higher in 2022-23. At the time of writing, our average has increased to 10%.

### BES 6001: the standard of sustainability success

The BES 6001 Framework Standard for Responsible Sourcing recognises the importance of supply chain management in the pursuit of sustainability. It assesses an organisation's own carbon-reduction and wider sustainability activities, as well as those of its supplier community.

When Wainwright was accredited, we scored a grade of "Very Good" for our own internal processes, including carbon production and mitigation, waste management, energy usage, and circularity. In addition, the auditor considered our engagement with the local community, our equality, diversity and inclusion activities, and our modern slavery policy.

The assessment of our supplier community resulted in a grade of "Excellent" – reflecting the careful procurement and governance we pursue to ensure the sustainability credentials of our supply chain. The auditors considered criteria including health and safety, quality, and environmental standards.

Overall, Wainwright's score was given as "Very Good" – showing the extent of our sustainability commitment so far, and helping us identify ways to improve.

"The audit process for BES 6001 is intense and very demanding," explains Sustainability Manager, Chloe Hart. "But we had a great foundation on which to build, with a good body of evidence supporting our accreditation. This shows that sustainability is part of Wainwright's wider culture of doing the right thing.

We have the right processes in place to pursue our sustainability targets. External accreditation such as BES 6001 both affirms and encourages our ongoing efforts to reach them."

### Recycled Asphalt (RA)

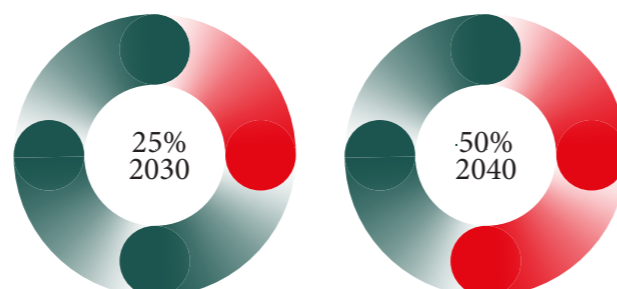
This year we continued to increase our use of Recycled Asphalt (RA). This includes material removed by our contracting team from old road surfaces, as well as waste asphalt produced by our customers or from our asphalt plants.

Use of RA brings a twofold benefit: it enables us to recycle aggregates, thereby reducing the use of virgin aggregates, and it facilitates bitumen recovery. This reduces the use of new bitumen, which derives from oil, and minimises our carbon impact. It provides a post-consumer recycling option – making it central to our pursuit of a circular economy.

2021-22 FY (average recycled content level across all asphalt)	2022-23 FY (average recycled content level across all asphalt)
4%	6%

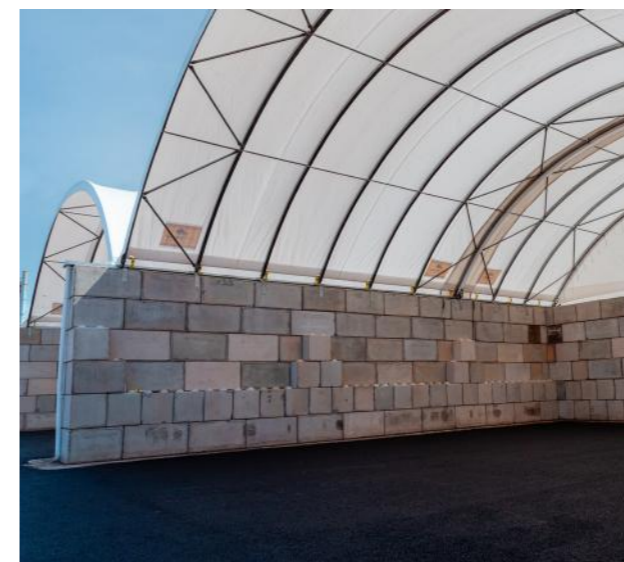
### Our target:

25% average recycled content by 2030  
50% average recycled content by 2040



### Future focus

- Continue to optimise processes and increase RA content
- Review lower-carbon bitumen innovations
- Review non-asphalt recycled options
- Explore recycled aggregate options in our pursuit of greater circularity per product



### Under cover

To ensure we meet our targets for using RA and reducing energy consumption in our asphalt mixes, we have installed covered storage for recycled materials and other products at our Moons Hill site. Our investment includes a steel-framed shed and additional sand bay, as well as two Zappshelters.

The Zappshelters protect our stock of Recycled Asphalt, minimising moisture content. This means less gas is required to heat the material when mixing – bringing a clear saving in energy consumption.

Not only does this reduce carbon emissions. It also minimises cost to Wainwright as a business, and enhances health and safety by reducing the need for operatives to clear wet materials from the asphalt plant prior to mixing.



## BIODIVERSITY AND SITE STEWARDSHIP

# CREATING A RICH LANDSCAPE

We're managing our estate for the future, following advice from experts on nature recovery to curate vibrant habitats in which a variety of species can thrive

After commissioning and reviewing a report by Somerset Wildlife Trust (SWT), we were pleased to confirm what is often said about quarries: across almost 600 acres, our Moons Hill Complex supports many high-quality landscapes for biodiversity.

Quarries have a unique role in nature recovery networks because they are a constantly shifting landscape that develops from bare ground, species-rich grassland, scrub and eventually woodland. The early stages in this process are often the best for species diversity. There are also huge opportunities for habitat creation during the restoration phase of quarrying operations.

SWT modelled indicative ecological networks around our Moons Hill Complex. They show the quarry is located within a rich mosaic of woodland, grassland and scrub.

Key highlights from the report include:

- Restoration has developed a very good range of flowering plants. This is a result of reduced nutrients in the soil, and less competition from plants that would thrive in more established ecological communities
- Our hedge network is extensive and well connected across our estate
- Most of the grasslands surveyed had a scrub mosaic element to them. This is a valuable habitat when maintained away from the grassland

In response to the report, we have initiated scrub encroachment management on the identified sites to ensure we protect the valuable scrub mosaic habitats. We have also started removing the guards from previously planted trees to enable their proper development. And we have initiated early restoration of areas where we tip unsaleable material, to ensure we enable biodiversity recovery as soon as possible within our working operations. This includes the establishment of two new 100m-long hedgerows and planting an additional 800 plants within existing hedgerows.



“Quarries have a unique role in nature recovery networks”



### Future focus

- Review biodiversity opportunities at Avonmouth
- Continue to implement our biodiversity management plan

### Mains water consumption (m3)



## WATER USAGE

Portable water usage increased by 15% on site in 2022-23. This was due to an increase in staff returning to work as COVID-19 restrictions continued to ease, and an increase in head count. We continue to focus on water reduction and promote a water-saving culture at Wainwright.

### Water pumping

Water pumping continues to be governed largely by weather conditions and the depth and benches required to be worked. We achieved a slight reduction this year due to both weather conditions and a review of on-site pump management. Pumped water is closely monitored to ensure it is compliant with Environment Agency consents to reduce our impact on the local water reserves. See table below for data.



### Future focus

- Install water butts at Head Office site, so grey water can be used instead of mains water for some purposes
- Continue to review our water management practices and water re-direction options

Quarry water	2021-22	2022-23
Total pumped water (m3)	818,044	689,890
Pumped water per tonne aggregate abstracted	1.12 L/t	1.07 L/t



## EMPLOYMENT AND SKILLS

# TRAINING AND DEVELOPMENT

We put people at the heart of our business, so they can build lifelong careers in which they harness their talents, take care of their wellbeing, and have what they need to thrive

		2021-22	2022-23
Training	% of our workforce that are apprentices 5% Club award level	5% N/A	6.4% Silver

We have nine employees engaged on apprenticeship programmes or sponsored training through providers such as the Centre for Mineral Products at the University of Derby. An important element of our talent strategy is to bring young people into our business, setting up the conditions and opportunities for them to grow with us and secure a talent pipeline for the future.

We have made good progress with our Skillstation training system this year. Employee Reviews are taking place and this will be expanded to the whole workforce in 2024.

### The 5% Club

The 5% Club recognises employers' support of staff through apprenticeships, graduate schemes and student placements. This year, Wainwright attained "Silver" status, showing our commitment to delivering inclusive and accessible training for all staff.

To join the club, a minimum of 5% of staff need to be engaged in "earn-and-learn" positions. To achieve "Gold" status in 2023-24, a further audit will be carried out, assessing our commitment to social mobility, diversity and inclusion.

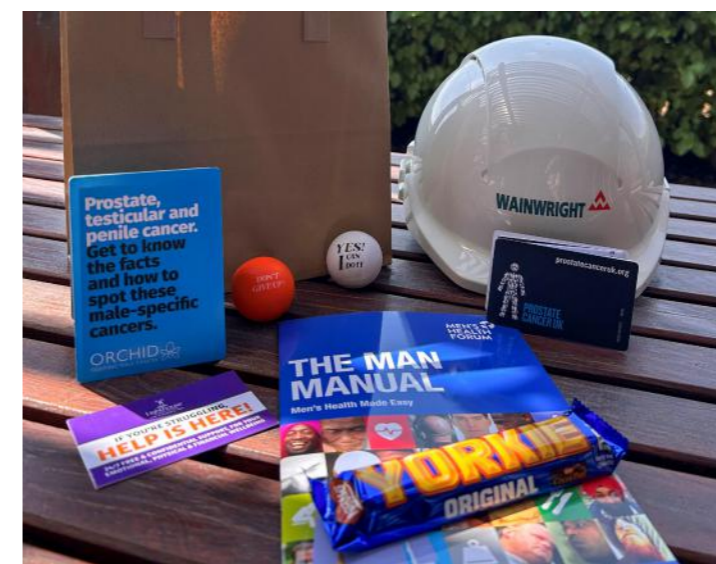
### Diversity

We acknowledge the benefits that a diverse and inclusive workforce brings to our business and we continue striving to improve our position in this area. Staff churn in a small business means our diversity levels can vary annually. We are drafting a diversity plan to target enhanced diversity in key areas, including gender and ethnicity.

In the past year, we have gained a better understanding of disability and neurodiversity within our business. We now have a clearer picture of our number of disabled employees and their needs. To build on this, we will deliver training and development that enhances awareness of neurodiversity and hidden disabilities, optimising employee support and management awareness.



Diversity Target	2021-22	2022-23
30% of our workforce identify as women	21%	20%
10% of our operational workforce identify as women	4.5%	6.3%
25% of our management team identify as women	23.5%	19%
5% of our workforce identify as being from an ethnic or racial minority background	3.25%	1.6%
7.5% of employees with disability	0.8%	4%



### Mental health and wellbeing

We continue to make mental health a priority. Despite our total number of mental health first-aiders decreasing due to staff turnover and expired training, we have focused on increased quality engagement and responsibility within those roles.

During the year, we set up a wellbeing forum. As a result of this group, individual mental health first aiders have taken greater ownership for raising awareness around mental health subjects and have pursued several initiatives.

For example, we promoted Men's Health Week, with a company-wide focus on issues such as mental health and prostate cancer. We have delivered sessions with staff to encourage conversations about mental health and we provided training to a small number of staff on suicide awareness.

Our wellbeing policy and plan has been drafted and stress risk assessments conducted for the business in line with HSE requirements. Our People and Culture Director is also chairing a working group for the Mineral Products Association on mental health, aimed at providing guidance to industry.



## HEALTH AND SAFETY

# PROTECTING OUR PEOPLE

Keeping our people safe and well is at the core of our operations. It's always been a part of the Wainwright Way

We continue to seek out best practice to reduce the likelihood of incidents and subsequent injury. We are working to the industry target of achieving a 50% reduction in Lost Time Injury Frequency Rate (LTIFR) to 1.5 by 2025. We are below this level and continue to focus on maintaining our position.

With the circulation of safety alerts and information, and a focus on the Fatal 6, the severity of incidents within the business has reduced. While numbers of injuries have not reduced, their severity has.

The number of "proactive" safety conversations has increased by 30%, showing our team is more aware of both the risks of incidents occurring and the importance of regular health and safety discussions.

	2021-22	2022-23
Number of injuries	7	7
Number of non-injury incidents	13	28
LTIFR (Lost Time Injury frequency rate)	0	0.4



## The FATAL 6

**FATAL 1: Contact with moving machinery and isolation**  
All operational staff are trained in isolation of machinery as the standard, along with investment in training facility equipment to practise in a safe environment

**FATAL 2: Workplace transport and pedestrian interface**  
We have implemented further risk reduction measures, and this is now a routine consideration for any aspect of the operational business for all improvements and projects

**FATAL 3: Work at height**  
All operational staff routinely reduce working at height risk where possible, and all required staff are trained in this discipline

**FATAL 4: Respirable Crystalline Silica (RCS) - dust**  
Dust assessments are completed, risk reductions are continually reviewed, and trials on new PPE dust protection are going well. New ride-on vacuum cleaner in the workshop, and improved asphalt plant dust suppression systems

**FATAL 5: Struck by moving or falling object**  
Now an automated consideration within risk assessments

**FATAL 6: Road traffic collisions**  
All drivers follow a Wainwright induction program, and we now have a designated Transport Supervisor

## Case Study: Avonmouth fire training

A team from Avonmouth Fire Station visited Avonmouth Asphalt to complete a rescue drill on site. They brought three fire appliances and a container vehicle with all their rescue equipment.

Using a member of their crew as a pretend casualty, the fire fighters conducted a model rescue from the dryer, including moving the unconscious "patient" via a stretcher. They used the crane on one of their appliances to lower the casualty to safety.

"The drill helped deepen our understanding of the risks involved in our working lives," said Trainee Asphalt Plant Manager, David Rexworthy. "For the fire fighters, it provided a chance to develop their knowledge of incidents involving sites like ours, and of bitumen-related fires. It was a great cooperation, from which everyone learned a great deal."

## Future focus

- Maintain the campaign to raise awareness of the "Fatal 6" and make health and safety a concern for every member of the team



## SUPPORTING LOCAL COMMUNITIES

# THE WAINWRIGHT FUTURES FOUNDATION

We share our success with local communities, helping our neighbours to flourish through financial support that promotes environmentalism, social action, and education

Since its formation in 2016, the Wainwright Futures Foundation has been a significant supporter of our local communities. Our donations of time, resources and money help promote community flourishing, support education, or aid environmental care.

In total, we have donated more than £200,000 to local causes in the last seven years - money that comes from a donation made by Wainwright for every tonne of material we sell.

## Here are some examples of the support we've provided:

- Stoke St Michael primary school – donations of material, labour and funding for projects including a playground refurbishment and footpath resurfacing
- Biennial donations to support a local Forest School – enhancing outdoor education among young people
- Songs for Memory donation – helping people with dementia to flourish through music
- Shepton Mallet skateboard park – materials and labour to support an important community resource
- Stoke St Michael sports pavilion – roof, materials, labour, and funding
- Frome College Greenpower Education Trust grant – supporting local college students in a STEM-related motorsport initiative that promotes green energy







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