



# Szerelmey

**Sustainability, Social Value  
and Well Being**

**Specialists in stonework and restoration since 1855**

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Reviewed date: 18.02.2022

# 1

## Introduction and Personnel

## Introduction

Sustainability is a priority within our business. It forms part of our business and is not an add on to it. Being sustainable shapes what we do and how we do it, and has and continues to change the way we operate. Our offices are now carbon neutral with offsetting through the World Land Trust. We have engaged with the consultancy Action Sustainability to help us reach carbon neutrality throughout our entire operations and to develop our Net Carbon Zero Strategy. We measure and monitor across our business and use the Sustainability Awareness Tool to record our results, which allows us to generate valuable reports.

In recognition of the on going development and improvements required, not just by us but by the industry as a whole, Szerelmey has established an Action Sustainability Team and Task Force (ASTTF) to drive change. This team is primarily focused on reducing carbon. In addition we have an in company Green Team, who support the ASTTF and champion our Social Value, Community and Charity works.

**The ASTTF comprises personnel from across the business:**

### ASTTF Governance Group

Peter McColm – Contracts Director  
 Paul Morris – Managing Director (Restoration)  
 Tamsin Pickeral – Operations Director  
 Antonio Buffa – Estimating Director  
 Darren Higgins – Senior Contracts Manager  
 Graham Coyle – Quality & Sustainability Manger

### ASTTF Working Group

Daniel Fiel – Contracts Manager  
 Tom Merry – Procurement Manager  
 Ryno Nel – Principal Designer  
 Michael Cox – Quantity Surveyor  
 Antonio Correia – Project Manager  
 Siva - Estimator  
 Gauri Yennawar – Business Development and Marketing Executive  
 Paul Wisdom – Company Accountant  
 Iulia Moldovan – Quality Coordinator  
 David Watson – Restorer

### Szerelmey Green Team

Tamsin Pickeral – Operations Director  
 Graham Coyle - Quality & Sustainability Manager  
 Gauri Yennawar – Business Development and Marketing Executive  
 Abigail Lewis – H&S, Training and Apprenticeship Officer  
 David Carvajal – Design Technician  
 Pippa Leith - Office Manager  
 Peter Guest – Site Administrator

**2**

Sustainability Strategy 2022-2027



# Szerelmey

## 5 YEAR SUSTAINABILITY STRATEGY 2022-2027

### 7 STEPS TO SUSTAINABILITY

- Carbon Reduction
- Sustainable Procurement
- Waste Management
- Respecting Natural Resources
- Community Engagement
- Training and Development
- Communication

**INTRODUCTION****'Building for Future Generations'****Foreword**

Szerelmey has two divisions, Restoration and New Build Services. Our Restoration team undertakes all types of restoration, refurbishment and remodelling on heritage properties across London and the surrounding area. Our New Build team specialize in the design, supply and installation of external and internal stone, faience, brick and other hard bodied materials and can offer full wall build up and secondary/supporting work - how we deliver these projects needs to meet not only the expectations of today's clients' but also those of future generations.

The scale and diversity of work that the Szerelmey undertakes presents a real opportunity to develop and implement initiatives to minimise our impact on the environment and enhance the communities in which we operate.

We adopt a collaborative and inclusive approach with all stakeholders, including clients', designers, supply chain and local communities in our desire to minimise environmental impact and construct energy efficient, cost-effective, high-quality structures.

This document outlines our response to the pressing need to deal with climate change whilst developing a sustainable built environment for future generations to enjoy.

- Our Policies address the practical steps required to anchor sustainable principles at the heart of our business activities.
- Our Strategy sets out our approach for delivering a sustainable and responsible business model through our core activities, services and supply chain and embodies an aspiration to be innovative and consistently improve what we do.

**STRATEGY****Building for Future Generations**

Our strategy considers the ever-growing demand for more socially, environmentally and economically sustainable buildings delivered by responsible businesses that implement positive measures with respect to the social, environmental and economic impact of their actions.

It starts with the concept of the ‘triple bottom line’ – People, Planet, Profit – and underpins our continuing desire to work with our clients’ and supply chain to make a real difference - meeting our corporate responsibilities and proactively addressing our 7 Steps to Sustainability:

- Sustainable Procurement
- Carbon Reduction
- Waste Management
- Respecting Natural Resources
- Community Engagement
- Training and Development
- Communication

Our Sustainability Strategy has been integrated into existing Szerelmey policies and decision-making processes and continues to form the basis for setting and implementing new and updated targets and initiatives. It impacts all employees - particularly those engaged in planning, design, procurement, and delivery across all Szerelmey businesses

We commit to communicating our aspirations to our supply chain, as our sustainability performance and that of the completed building could be significantly influenced by their respective, skills, knowledge and understanding.

Our sustainable construction business strategy applies to all areas of the Company and all our site activities. However, the area of greatest impact, will undoubtedly be in our contribution to delivering new and restored buildings designed and constructed to minimise environmental impact and provide long-term energy efficiency, meeting our clients' requirements and targets.



<b>PEOPLE</b>	<b>Social Responsibility</b>
Clients'	<p>We listen to the views of our clients' and take appropriate action in support of our vision to be widely acclaimed for industry leading performance and customer service.</p>
People	<p>We respect the views of our employees and provide a safe and healthy working environment for everybody working on our sites and in our offices.</p> <p>The quality of our workforce is a key factor in striving to meet our vision. We recognise this through our goal of being the employer of choice; endeavouring to provide rewarding careers not just jobs.</p> <p>Despite the challenges faced within the construction sector; we will continue to place people development high on our agenda. We will continue to prioritise training and survey our employees for their opinions.</p>
Community	<p>We support the communities in which we work; respecting diversity, being sensitive to local needs and contributing to economic well-being. We are committed to keeping disruption to a minimum and following the Considerate Constructor's principles and measures.</p> <p>We work with our Supply Chain to ensure they operate ethically and are committed to enhancing Social Values in their communities.</p> <p>Initiatives that benefit society and local communities feature strongly in our approach to corporate responsibility and will include, not only financial assistance, but also contributions of time and resource.</p>
Environment	<p>We seek to minimise the impacts of our activities on the environment and communities in which we operate, developing solutions to ensure continuous improvement in our environmental performance. We undertake to raise environmental awareness amongst our employees and supply chain in order to be less wasteful in the use of resources. Not only will we seek to maximise reuse and recycling we will reduce waste through fully considered planning and design.</p>
Suppliers	<p>We create sustainable supply chains based on integrity and respect; working in partnership in pursuit of best practice in a safe environment.</p>

PLANET	Environmental Best Practice
Sustainable Sourcing	<p>Construction consumes significant amounts of resources such as stone, steel, concrete, cement and timber, often in ways that are inefficient or unsustainable. At Szerelmey, we have put in place Sustainable Procurement Policies that encourage our Buying Department to review their consumption of resources such that we source only what we need.</p> <p>Knowing where materials come from and identifying the 'chain of custody' is equally as important. Our preference is to procure products that are manufactured and can be used in an environmentally and socially responsible way and which are accredited to a recognised environmental standard.</p> <p>Where possible we will endeavor to identify and offer sustainable alternative products to our clients' and give preference to local suppliers and subcontractors.</p> <p>We continue to raise awareness with our employees and our suppliers of the environmental and social effects of materials procurement and ensure that environmental credentials are considered throughout the supply chain appraisal process.</p>
Reuse, Reduce, Recycle	<p>At Szerelmey, we have developed long-term strategic alliances with key waste service providers—using their feedback and information we are able to record monthly recycling figures.</p> <p>We will continually look for opportunities to reuse, reduce or recycle, materials on or off site.</p>
Carbon Footprint	<p>We have put measures in place to continue to reduce annual business mileage. We will continue our commitment to green tariff energy supply and seeking additional ways to reduce our carbon footprint.</p>

PROFIT	Economic & Business
Expectations	<p>With increased expectations for the construction industry to improve its environmental and social performance it has never been more important to build upon our achievements to date and embrace sustainability within the Szerelmey's corporate values.</p>
Business Planning	<p>We recognise that by adopting sustainability best practice there is an opportunity to deliver long-term benefits to the business. By applying our vision as much to sustainability as anything else we can aspire to deliver industry leading performance in all that we do.</p> <p>When business planning, we set targets relating to financial performance, workload, clients', training, development, and growth. Our approach to sustainability, as detailed within this strategy, encompasses all of these areas and will greatly influence corporate governance, management systems and procurement policies.</p> <p>Everyone plays a part in achieving our sustainability objectives - therefore we are committed to working with our employees, clients' and supply chain to raise environmental and sustainability standards in the built environment. We are in a position where we are able and willing to understand the challenges, suggest alternatives and influence the outcome.</p>
Shaping the Business	<p>In a world where resources are becoming more constrained, using our sustainability strategy to help shape our business to be more adaptive to change, more efficient and more responsive to the challenges ahead will be a key factor in Szerelmey's continuing growth.</p> <p>Communicating both internally and externally is fundamental in demonstrating how the business is progressing with its sustainability strategy and how, by adopting sustainable construction methods, whole-life costs can be reduced. We are continually developing and improving our communications both internally and externally.</p>
Business Planning	<p>In committing to our sustainability objectives and targets we will adopt an open, collaborative, professional and socially responsible approach to business; aiming to provide our clients with a quality of service that reflects our vision of being widely acclaimed for industry leading performance.</p>

<b>7 STEPS</b>	<b>'Building for Future Generations'</b>
	<p><b>Carbon Reduction</b> Making our elements of buildings more energy efficient where possible, increasing use of low or zero carbon technologies, reducing site energy consumption wherever possible, carbon offsetting, vehicle emissions, travel distances and the need to travel.</p>
	<p><b>Sustainable Procurement</b> Using low impact, low embodied energy products, sourced locally and responsibly from renewable sources.</p>
	<p><b>Waste Management</b> Reducing waste, re-using and recycling where possible and ultimately sending zero waste to landfill.</p>
	<p><b>Respecting Natural Resources</b> Using natural resources more efficiently in buildings and in the processes we undertake; tackling water and raw materials use, biodiversity and pollution.</p>
	<p><b>Community Engagement</b> Working with our clients, suppliers and community organisations to ensure that our activities support local employment and positively contribute to the wellbeing of the communities in which we work.</p>
	<p><b>Training and Development</b> Committing to increasing the sustainability and environmental awareness of our employees and our supply chain.</p>
	<p><b>Communication</b> Improving internal and external communication methods and platforms to ensure effective dissemination of information, the sharing and adoption of industry best practice and consideration of new and emerging technologies.</p>

SUPPLY CHAIN	'Building for Future Generations'
<b>Vision</b>	As an extension to Szerelmey's dedication to achieve unrivalled levels of customer service, enhancing our performance with respect to environmental and social impacts will help to make Szerelmey the delivery partners of choice where sustainability is a key driver for our clients'.
<b>People</b>	Making Szerelmey the employer of choice – retention and recruitment of, and investment in, people is becoming increasingly more important in an industry where building relationships is just as important as building buildings.
<b>Reputation</b>	Improved standing in local communities and the construction industry. An increasing number of construction clients are demanding a real, rather than cosmetic, response to the sustainability agenda.
<b>Supply Chain</b>	Making Szerelmey the customer of choice, where subcontractors and suppliers want to be part of a progressive, caring, environmentally aware team.
<b>Efficiencies</b>	Improved management processes resulting in reductions in energy and water consumption, less wastage, higher levels of staff retention and lower transport costs.

# 3

## Ethical Stone Register Certificate and External Report

This is to certify that

**Szerelmey Ltd**

have achieved

**Verification Level**

as part of The Ethical Stone Register

**Ethical  
Stone ✓  
Register  
Verification Level**

Renewal date: 20 April 2024





# Independent External Verification Statement

**Szerelmey**

369 Kennington Lane  
Vauxhall  
London  
SE11 5QY

Undertaken by:

Andy Marsh (Principal Consultant)  
Anthesis Group  
Unit J, Taper Studios  
175 Long Lane  
London  
SE1 4GT

27 April 2021

## Anthesis Consulting Group

Anthesis is the sustainability activator. We seek to make a significant contribution to a world which is more resilient and productive. We do this by working with cities, companies, and other organisations to drive sustainable performance. We develop financially driven sustainability strategies, underpinned by technical expertise and delivered by innovative collaborative teams across the world.

The company combines the reach of big professional services groups with the deep expertise of boutiques. Anthesis has clients across industry sectors from corporate multinationals such as Reckitt Benckiser, Cisco, Tesco, The North Face and Target, and also supports early-stage companies through Anthesis Ventures.

The company brings together 500 experts operating in 40 countries around the world and has offices in Andorra, Brazil, Canada, China, Colombia, Finland, France, Germany, Ireland, Italy, the Middle East, the Philippines, Spain, Sweden, the UK, and the US.

## Szerelmey

Szerelmey has two divisions, Restoration and New Build Services. Our Restoration team undertakes all types of restoration, refurbishment and remodelling on heritage properties across London and the surrounding area. The New Build team specialize in the design, supply and installation of external and internal stone, faience, brick and other hard bodied materials and can offer full wall build up and secondary/supporting work.

## 1 Scope

In preparing this statement, Anthesis followed an evidence-based process comprising of the steps below

1. Pre-assessment
2. Site audit
3. Evidence reviews
4. Verification statement

The external, independent verification statement has adhered to the Stone Federation Great Britain Ethical Stone Register. The results are summarised in a tabular form in Summary Verification Table in Appendix A.

**Stone Federation Great Britain** is the official trade association for the natural stone industry and provides architects, designers, specifiers, clients and the wider construction industry with a comprehensive source point for all thing stone. With over 100 years' experience and a membership made up of both the most well established and widely respected names in the industry, alongside the most innovative and creative of natural stone firms, we are well placed to resource clients. The federation can help from project conception right through to the end and beyond, covering everything from stone selection through to finding a stone professional and from technical advice through to training. Stone Federation liaises with Government regarding training, health & safety and technical legislation. Federation members have to meet a high standard across a range of criteria in order to be approved for membership.

**The Ethical Stone Register** is a unique resource created specifically for the natural stone industry, in response to The Modern Slavery Act 2015 and the issues of sourcing materials responsibly. The project will allow Stone Federation members, whatever their size, to offer a responsible and manageable ethical sourcing solution to their clients. There are three tiers of membership of the Register; Declaration, Verification and Accreditation.

This report is for a **Verification** level. At this tier, the claims made by a company at the Declaration level are externally verified. The initial verification will be for the company rather than each material they supply; however, they may choose to have some or all of their stones included at Verification level. This would involve an independent auditor assessing the journey of the material and ensuring that the responsible and ethical sourcing criteria are met the whole way along the supply chain. Only verified stones will appear on the Register itself.

### Timeline

The project has reviewed data for 2020-2021 and a virtual site visit was conducted in April 2021. The verification audit was completed in April 2021. Annual verifications 1 and 2 are due in April 2022 and 2023.

## 2 Results

The pre-assessment did not identify any significant gaps against the Ethical Stone Registers fourteen criteria. During the audit Szerelmey continuously strived to improve efficiencies in procurement, validate social impacts and address environmental impact in a comprehensive manner. This allowed for comparison, benchmarking and continuous improvement. There were no corrective actions raised but a set of recommendations were provided in terms of risk assessment processes, target setting and monitoring, and supplier engagement.

Szerelmey have developed new processes and procedures aligned to the requirements and criteria of the Ethical Stone Register. At the next annual verification, due in April 2022, suitable evidence should be provided showing progress, particularly in the following key areas:

- How sustainability risk assessments have been used to identify and mitigate impacts
- How suppliers are being challenged and targets set and monitored to improve ethical sourcing
- Understanding carbon foot printing and its importance within the realms of sustainability business
- Implementation of a structured communications and training

## Appendix A: Summary Verification Table

## Ethical Stone Register Verified Level - Summary Verification Table

Scope: Company  
Szerelmey, 369 Kennington Lane, Vauxhall, London, SE11 5QY

Issued .....April 2021

Expiry .....April 2024



.....  
Andy Marsh, Principal Consultant, Anthesis Group

Criteria	Details	Results
<b>Sustainability and responsible sourcing commitment</b>	Including formalisation and practical implementation	✓
<b>Health and Safety performance commitment</b>	Including formalisation, practical implementation, monitoring and benchmarking	✓
<b>Legal requirements applicable to activities commitment</b>	Including formalisation, practical implementation and continuous monitoring	✓
<b>Responsible procurement commitment</b>	Including formalisation, practical implementation, continuous monitoring and benchmarking	✓
<b>Supply chain review commitment</b>	Including formalisation, practical implementation, evidence dataset, monitoring and benchmarking	✓
<b>Greenhouse Gas emissions commitment</b>	Including formalisation, practical implementation, continuous monitoring and benchmarking	✓
<b>Energy use commitment</b>	Including formalised, practical implementation, continuous monitoring and benchmarking	✓
<b>Transport impacts commitment</b>	Including formalisation, practical implementation, continuous monitoring and benchmarking	✓
<b>Waste impact commitment</b>	Including formalisation, practical implementation, continuous monitoring and benchmarking	✓
<b>Natural resources use impacts commitment</b>	Including formalisation, practical implementation, continuous monitoring and benchmarking	✓
<b>Water use impacts commitment</b>	Including formalisation, practical implementation, continuous monitoring and benchmarking	✓
<b>Commitment to staff training, diversity and inclusion</b>	Including formalisation, practical implementation, assessment and continuous monitoring	✓
<b>Anticorruption and antibribery commitment</b>	Including formalisation, practical implementation, assessment and continuous monitoring	✓
<b>Local community engagement commitment</b>	Including formalisation, practical implementation, assessment and continuous monitoring	✓



# 4

## Engagement Strategy for Community Strategic Plan



## Engaging with the Community

### Community Strategic Plan 2021-2026

Our Szerelmey Community Strategic Plan will be central in guiding our community activities and the wider scope of Social Value over the next five years. The Plan will bring together all members of our large team with a single focus and inspire collaboration within our Company and between different branches of our local community. Our plan outlines our engagement strategy and how we believe we can deliver the most impactful results running alongside our business activities.

#### Stakeholders

- Szerelmey Board of Directors
- Szerelmey Employees
- Main Contractors
- Supply Chain and Subcontractors
- Vauxhall Food Bank
- Vauxhall City Farm
- Vauxhall Schools
- Royal Trinity Hospice

#### Engagement Focus

We have identified key targets where we feel we can have the most positive impact in our immediate area. These are Vauxhall Food Bank, Vauxhall City Farm, local schools and colleges and the Royal Trinity Hospice. Our main activities include raising money through sponsorship and regular monetary donations, volunteering our time to perform a range of different activities, using our experience in construction to inspire and inform local school children.

#### Considerations

- As a busy construction company Szerelmey has to balance its Social Value contributions with delivering its normal high-pressured workload. Are we doing enough and is the balance correct?
- How can we as a company maximise the positive impact of our Community Engagement and how can we spread the net of this engagement to be as inclusive and far reaching as possible?

#### Our Objective

To support our immediate local community through means open to us and to increase our support of the wider community through our company activities.

#### Outcome

Our Community Strategic Plan will outline how we implement positive engagement within our immediate area of Vauxhall, Battersea and Clapham, in addition to outlining our ongoing commitment to boosting local employment, training and procurement across the London Boroughs we work in.

## Timeline

The timeline for our Community Strategic Plan is over five years, and matches our timeline for our Sustainability Strategy. We believe that due to speed of change in all aspects of our lives that a five year plan allows for measurable delivery, whilst setting a realistic end date. Our intention is to review our strategy in 2026 and amend it to reflect developments that might have occurred within the community, our Company and the world at large.

Note: Covid-19 pandemic from 03.2020 has had a debilitating effect on our Strategic Plan in terms of face to face activities, but we were able to donate much-needed face masks in March 2020 when they were in short supply to the Royal Trinity Hospice.

2021	2022	2023	2024	2025	2026
Interactive activities reduced initially due to Covid-19 restrictions, fundraising, sponsorship and donations ongoing.	Programme of events/activities are being rolled out and reviewed/evaluated in January of each coming year.			December 2026 assessment of the Community Strategic Plan, what was delivered, how did we do, what can we do better, how to move forward to 2030.	

## Community Objectives

Focus Area	Objective	Delivery Method
Royal Trinity Hospice	<ul style="list-style-type: none"><li>• Raise money to support this extremely important local charity.</li><li>• Volunteer our time.</li><li>• Raise awareness of the charity within our Company and the wider community.</li></ul>	<p>Initiate a series of sponsorship events to raise money, building on the success of December 2020 campaign.</p> <p>Employee volunteers to assist in the Charity's shops and visiting residents who may be alone or without visitors.</p> <p>Ongoing social media and website exposure at key points during the year and reminders to staff to support the charity in our regular newsletters.</p>
Local Learning	<ul style="list-style-type: none"><li>• Inspire local children about construction industry.</li><li>• Teach children about the architecture of the area.</li><li>• Inspire interest in mathematics.</li><li>• Reading groups.</li><li>• Engage with local Head Teachers</li></ul>	<p>Continued donation of essential equipment when we can.</p> <p>Talks in local schools.</p> <p>Walking tours of the local area to look at the architecture and construction methods.</p> <p>Participate in presentations given by us to local schools and colleges.</p> <p>Regular reading sessions with children from a local school.</p> <p>Meetings with local Head Teachers to look at different pathways of help that we can become involved with.</p>
Vauxhall Food Bank	<ul style="list-style-type: none"><li>• Donate money</li><li>• Donate non-perishable food</li><li>• Volunteer</li></ul>	<p>Regular monthly contribution from the Company, and key fundraising events over the year.</p> <p>Established food collection box in our offices, and regular encouragement to staff to donate.</p> <p>Volunteering at the food bank with food preparation and serving.</p>
Vauxhall City Farm	<ul style="list-style-type: none"><li>• Donate money</li></ul>	Regular monthly contribution from the Company, and key fundraising events over the year.



## Wider Community Engagement

We are an SME construction company and work primarily as a subcontractor on projects in London. We employ approximately 70 office-based staff and a varying number of site-based people and try to employ local people where we can. We are also actively engaged in placing apprentices and trainees on our sites where possible. In addition, while much of our supplies such as different types of stone and steel fixings for example, have to be sourced from certain places, we try where possible to use a local supply chain to enhance the local economy and reduce the carbon footprint. We measure and monitor our supply chain closely.



## Environment

We want to protect our local environment and the wider environment as much as we can. Sustainability and improving the way we operate to be greener is a key driver for us. We measure our carbon footprint wherever we can and encourage our staff to cycle, walk or run to work.

Sometimes due to our business, we cannot avoid flying. But as part of our 2021-2026 strategy we donate to the World Land Trust to plant trees to offset the carbon of every single flight we take. All of our waste is measured and recycled where possible including our timber pallets.

## Being Flexible

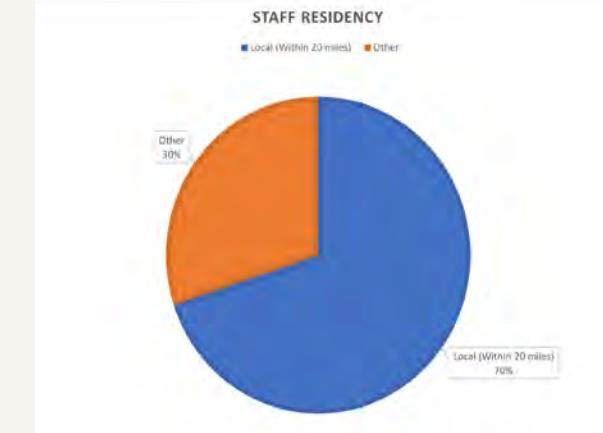
We believe that being able to adapt a plan and be flexible is as important as having a plan in the first place! Although we concentrate on our Focus Areas, sometimes things happen and new charitable causes come to light.

Example: Covid-19 causing schools to close has led to many pupils suffering through not having laptops. We joined forces with Battersea Power Station Development Company to help raise money for laptops for local children.

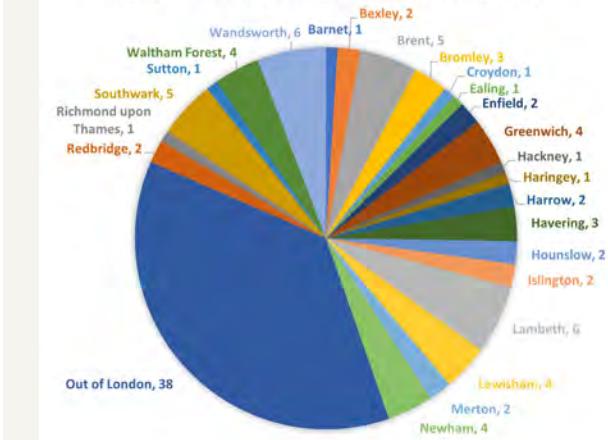
## Measuring Success

It is important to evaluate and measure the methods of engagement used so we can determine their effectiveness and consider their benefit for future use. This particularly relates to our ongoing programme with the local schools. We recognize that we will need to learn from the children's feedback to understand how effective our "inspirational" talks and presentations are, and we hope to be able to grow this area of our Community involvement to build strong and positive relationships. We keep records of all Community activities and fundraising to allow us to measure and compare year on year, and set increasing fundraising targets to strive towards. As a business we are keen to give time as well as money to assist with local endeavours and maintain a schedule of our volunteers to encourage staff from throughout the company to take part.

## Local Employment



### STAFF RESIDENCY BREAKDOWN BY BOROUGH



## Darren Moore, Szerelmey Managing Director

We recognize as a company that our visions and aspirations for giving back to the local and wider community, may not necessarily match those of the community itself. We want to listen to those around us and grow and learn from this to enable us to make the most positive impact we can. Through our rolling ongoing five year plan, which we can adapt as times change, we hope to really contribute. We are builders at heart, so let's build a better future together!

# SOCIAL VALUE SPOTLIGHT 2020 - 2021

DESPITE COVID-19 WE'VE MANAGED A GOOD PROGRAMME OF SOCIAL VALUE, AND LOOK FORWARD TO 2022!

## VOLUNTEERING

WE ARE OFFICIALLY A ROYAL TRINITY HOSPICE HERO!

WE VOLUNTEER AT THEIR PIMLICO SHOP

## TREES PLANTED

48

TO OFFSET OUR CARBON FOR COMMUTING & FLIGHTS

## TRAINING

1,032.75 HRS  
121.5 DAYS

## CHARITABLE DONATIONS

£11,254

## FUNDRAISING

£26,370

## LOCAL SUPPORT

WE SUPPORT VAUXHALL FOOD BANK AND VAUXHALL CITY FARM EVERY MONTH AND SUPPORT ROYAL TRINITY HOSPICE THROUGH FUNDRAISING EVENTS

## STAFF WELLBEING

50 FLU JAB VOUCHERS

35 NEWSLETTERS

10 OCCUPATIONAL HEALTH DAYS

4 ZOOM QUIZZES

2 WELLBEING SEMINARS

2 STAFF PARTIES

1 CHRISTMAS PARTY

1 MASSAGE MORNING

1 OFFICE EXERCISE BIKE

1 RUNNING CLUB

## APPRENTICES

3

WE ARE ALWAYS LOOKING FOR APPRENTICES

...

## TRAILBLAZERS

HAS STARTED AND WE LIAISE WITH LOCAL COUNCILS TO ENGAGE WITH LOCAL CANDIDATES

# Fundraising for Breast Cancer Now

Social Value Case Study

Date: Oct 2021

## TIME

One Month Campaigns

£10,000

Raised in Match Fund,  
£6387 with Fundraising

## CHANGING

lives and delivering care  
for people affected by  
Breast Cancer

**Project:** Camden Town Hall

**Contributions:**

Szerelmey office & Sz Restoration site team, main contractor, subcontractors, supply chain

**Main Contractor:** Lendlease

**Council:** Camden Council

**Charity:** Breast Cancer Now

### What we did:

Szerelmey and Lendlease had teamed up to raise awareness of, and money for, the charity Breast Cancer Now, as part of Breast Cancer Awareness month. Working together at Camden Town Hall, Lendlease had painted some of the hoardings pink and put up posters encouraging people going past to donate to the charity and to raise awareness of the information and advice they provide. On Friday 22 October everyone on site donned in pink high viz vest donated by Safetec Direct to raise awareness for this vital cause.

Throughout October we had been doing a series of events to raise money for Breast Cancer Now which provides world-class research and life-changing care for people affected by breast cancer



# Fundraising for the Macmillan Cancer Support Charity

Social Value Case Study

Date: Oct-Nov 2020

## TIME

One Month Campaigns

£9850k

Raised in Matchfund,  
£4910 with Fundraising

## CHANGING

help providing emotional,  
financial, medical and  
practical support to  
people affected by cancer

**Project:** Chelsea Barracks IV

## Contributions:

Szerelmey office & CB4 site team,  
main contractor, subcontractors,  
supply chain & related

**Main Contractor:** Multiplex

**Council:** Westminster Council

**Charity:** Macmillan Cancer Support

## What we did:

Szerelmey was able to fundraise for the Macmillan Cancer Support, one of the largest British charities and provides specialist health care, information and financial support to people affected by cancer. It also looks at the social, emotional and practical impact cancer can have, and campaigns for better cancer care.

Our team from Chelsea Barracks had done a sponsored month of NO SHAVING to raise money for Macmillan Cancer Support. We had best moustaches competition on site which was a lot of fun. Szerelmey pledged to match the total raised at the end of the month which was an impressive £4,910. With Szerelmey's matchfunding to whooping £9,850 for Macmillan Cancer.

WE ARE  
**MACMILLAN**  
CANCER SUPPORT



# Fundraising for the Chickenshed Charity

Social Value Case Study

Date: Oct-Nov 2020

## TIME

Bake Off

£660k

We raised £297 with the Bake off event

## NURTURE

young people with mental or physical health challenges in mainstream or social setting

**Project:** Private Residence Central London

## Contributions:

**Main Contractor:** Multiplex

Szerelmey office & site team, main contractor, subcontractors, supply chain & related

**Council:** Westminster Council

**Charity:** Chickenshed

## What we did:

On the 30th November, Multiplex arranged a bake off at a Private Residence site in Central London to raise money for Chickenshed. Chickenshed is a children's charity and theatre company that works with children from diverse backgrounds and runs education courses, workshops, and shows. The team contributed the bake off which was one of the first things to sell out! In total the bake off raised £287 which is fantastic!



# 5

## Social Value and Well Being Strategy

Szerelmey is committed to Social Value and Ethical and Sustainable practices. The company has developed its own programme of initiatives and actions within these areas. We understand that as a Specialist Subcontractor we will be required to comply with and contribute to the overall community benefit delivery as set out by the Principal Contractor and in line with the Employment Skills Plan and Section 106 agreement.

In relation to the Public Services (Social Value) Act 2012, Szerelmey fully supports that a social value approach has the potential to help society and communities thrive. Social Value means different things to different people. As a specialist subcontractor we believe in actively improving the workplace to encourage happy, positive employees. We work towards making positive impact in our local community and the wider community surrounding our project sites, and we strive to continually improve our environmental impact.

### **Statement of Intent**

Szerelmey believes in investing in its people and in the wider community, to improve lives sustainably and holistically. Our approach incorporates the way we treat people, fairly and with respect, creating socio-economic benefits for local communities where we can and developing strategies for improving our sustainability: we strive to deliver in three key areas, Social, Economic, Environment. The Company is committed to delivering an achievable and realistic social value plan to positive effect. This includes our local area, Vauxhall, and the areas our projects fall within. We are committed to working alongside Main Contractors to feed into their own Social Value Plans. We are further committed to ensuring our supply chain are operating to best practice.

### **Our People**

Our employees are the key to our success and their health, happiness and wellbeing is a priority for us. We have trained 12 mental health first

aiders who cover our office and project sites, we provide annual health assessments, DSEs, well being workshops, fruit, walking and running clubs, social events, team building events and the opportunity for local volunteering.

### **Local Labour/Apprenticeships**

Where possible we will strive to work with the Principal Contractor to meet local labour targets. This can be difficult for us due to the high specialism of our trade, however where there is potential we will use local labour. We also work with local labour agencies. Szerelmey engages with local colleges and organizations to encourage young, local people into construction and to promote apprenticeships. We work with the Go Construckt programme engaging in job fairs and are active in securing local people onto our apprenticeship scheme. We fully support working with Principal Contractors to accommodate apprentices for specific project sites, where applicable. We are also able to accommodate 1-2 people within our business on Work Placements, if appropriate, and are looking at ways to support Work Experience for school age students.

### **Supply Chain**

We work with a trusted supply chain and where possible we utilize locally based companies for supply. Largely material choice is beyond our control however we try to encourage the use of British materials and discourage the use of materials whose origins we are unable to vouch for. Due to our specialism in stone we are able to advise and often provide alternative stone choices for clients, that come from ethical sources. We request our supply chain, subcontractors, haulage contractors and suppliers complete a comprehensive questionnaire and that all subcontractors are SSIPS accredited. We are accredited with the Ethical Stone Register and were the first Specialist Subcontractor to be so.

## **Sustainable Practice**

Szerelmey is keen to drive change where possible to improve the environmental impact of our working practices and projects wherever we can. We have established a dedicated Green Team at our head office to drive change and inspire better green practice across all areas of our business. We are ISO 14001 and ISO 9001 accredited and operate across our sites and our offices with the environment and sustainable practice as a priority. Much of our waste is recycled and we work in affiliation with a wood recycling company that creates new products from wastes such as pallets. On completion of each project we donate to the World Land Trust to plant new trees. We also carbon offset through the World Land Trust by donating for every flight we have to book. We run a number of green initiatives throughout our sites and offices and measure results where we can. We are also members of the Ethical Stone Register.

## **Our Wider Community**

We believe that helping out and volunteering makes people feel good about themselves and helps others. Our offices are based in Vauxhall and we provide volunteers for the Vauxhall Food Bank, and Oval Learning. Oval Learning works alongside the schools in our district and through them we have been able to establish a Reading Group with the children of St Andrew's CofE Primary, Stockwell. We have also written a Maths Masterclass presentation to deliver at the Vauxhall After School Club, a walking tour of buildings for children and industry career talks.

## **Education and Support**

We will be engaging in a number of different opportunities with our local schools through Oval Learning which include reading with children, mentoring young adults, delivering design and maths based workshops and educational building tours of our complete projects. We will support and engage with Oval Learning as new opportunities arise, such as purchasing books for underprivileged children.

## **Employment and Apprenticeship**

Szerelmey operates a fully inclusive workplace. The Company engages with local colleges and organizations to encourage young, local people into construction and to promote apprenticeships. We work with the SAY Construkt programme engaging in job fairs and are active in securing local people onto our apprenticeship scheme. We fully support working with main contractors to accommodate apprentices for specific project sites, where applicable.

## **Our Fundraising**

Szerelmey supports various different charities including Mates in Mind, which we raised money for through a raffle and Christmas Jumper day, and CRASH which we have supported for a number of years through a charity dragon boat race. Last winter we raised money for prostate cancer through Movember and we support a number of different charities throughout the year with donations. We also have a company food bank and encourage staff to donate non-perishable items that we deliver to our local Vauxhall Foodbank.

## **Our World**

Szerelmey is keen to drive change where possible to improve the environmental impact of our working practices and projects wherever we can. We have established a dedicated Green Team at our head office to drive change and inspire better green practice across all areas of our business. We are ISO 14001 and ISO 9001 accredited and operate across our sites and our offices with the environment and sustainable practice as a priority. Much of our waste is recycled and we work in affiliation with a wood recycling company that creates new products from wastes such as pallets. On completion of each project we donate to the World Land Trust to plant new trees. We run a number of green initiatives throughout our sites and offices and measure results where we can. We are also members of the Ethical Stone Register.

# 6

## Environmental, Sustainability & Green Transport Policy



## BUSINESS MANAGEMENT SYSTEM POLICY MANUAL

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### APPENDIX D

#### Environmental Policy Statement

These Companies recognise that concern for the environment should be an integral and fundamental part of the business. We are aware of the impact of our day-to-day operations on the environment. Our objective is to balance the need to achieve our business aims with an effort towards sustainable environmental improvement, which can be measured and monitored on a regular basis.

Company management have specific responsibility for the policy development, coordination and evaluation of performance to ensure compliance with relevant environmental legislation. The environmental policy will be maintained and upheld by designated managers to meet this commitment. Environmental aspects of our processes and activities will be effectively managed in order to protect the health and safety of employees, customers and the public whilst contributing to the future wellbeing of the environment.

We will undertake to provide the necessary communication, training and support to all employees to ensure that they understand and are able to fulfil the relevant aspects of the policy in their day-to-day work. The policy shall be publicly available. We are committed to minimising the impact of our operations on the environment by means of a programme of risk assessment, training and continuous improvement.

Appropriate resources will be made available to ensure that the policy is documented efficiently, implemented in full through management vigilance, audit and review. The following environmental impacts are of particular importance:

- Pollution
- Efficient use of resources and recycling
- Waste management
- Energy consumption
- Nuisance (noise, dust & water)
- Effluent discharge

Other environmental aspects are identified where relevant as part of regular structured risk assessments.

  
Signed:

MD of Szerelmey Limited  
Date: 6<sup>th</sup> April 2021

  
Signed:

MD of Szerelmey Restoration Ltd  
Date: 6<sup>th</sup> April 2021

  
Signed:

Director of Szerelmey (GB) Ltd  
Date: 6<sup>th</sup> April 2021



## BUSINESS MANAGEMENT SYSTEM POLICY MANUAL

### APPENDIX E

#### Sustainability Statement

These Companies recognise the impact that their operations can have on the environment and therefore seek to ensure that any potential harmful effects are minimised wherever practicable:

These Companies will endeavour to reduce or eliminate their environmental impact by engaging all its staff, partners, stakeholders, the supply chain and clients through encouraging them to follow the approach set out below:

- Identify and comply with all relevant legal requirements.
- Strive to achieve a balance between economic, social and environmental responsibilities.
- Investigate all aspects of energy consumption and establish a programme for reduction with measurable targets.
- Minimise waste through reducing, reusing and recycling and ensuring careful and responsible disposal in-line with legislation.
- Sourcing materials from responsible, sustainable resources and taking steps to ensure that stone and other products are ethically sourced.
- Ensuring full awareness among staff of environmental issues and delivering appropriate training.
- Ensuring all activities are safe for employees and all others who may come into contact with work.
- Monitoring purchasing practices and operations, including energy and transport, to minimise environmental impact.
- Developing relationships with suppliers and clients to promote continual improvements in environmental performance.
- Incorporating environmental considerations into future decision making at all levels.

Signed:

MD of Szerelmey Limited  
Date: 6<sup>th</sup> April 2021

Signed:

MD of Szerelmey Restoration Ltd  
Date: 6<sup>th</sup> April 2021

Signed:

Director of Szerelmey (GB) Ltd  
Date: 6<sup>th</sup> April 2021

## BUSINESS MANAGEMENT SYSTEM POLICY MANUAL

### Appendix H

#### Green Transport Policy

The Directors of Szerelmey are committed to providing the necessary resources to achieve the following through the active implementation of a Green Transport Policy:

- Reducing local pollution levels.
- Reducing climate change gas emissions.
- Offering a wider choice of travel options for staff.
- Helping employees become healthier, fitter and more productive by encouraging them to walk and make more use of public transport.
- Helping to reduce long-term organisation travel and transport costs.
- Reducing road congestion and improving accessibility, both at the office and at sites.

We achieve these goals by setting realistic objectives in the following areas:

- Identifying alternatives to travel, such as home working or remote meetings
- Improved environmental standards in purchasing, driving and maintenance of vehicles
- Use of public transport, office location
- Reductions in number of journeys / deliveries
- Reductions in the length of journeys / deliveries

  
Signed:

MD of Szerelmey Limited  
Date: 6<sup>th</sup> April 2021

  
Signed:

MD of Szerelmey Restoration Ltd  
Date: 6<sup>th</sup> April 2021

  
Signed:

Director of Szerelmey (GB) Ltd  
Date: 6<sup>th</sup> April 2021

Electronic Documents, once printed, are uncontrolled and may become outdated.

## BUSINESS MANAGEMENT SYSTEM POLICY MANUAL

### APPENDIX F

#### Social and Ethical Policy Statement

Szerelmey's Social & Ethical Policy ensures that the Szerelmey companies undertake activities in a socially, ethically and environmentally responsible manner. This includes the ethical treatment of employees, customers, contractors, suppliers, and the public. The policy extends beyond the Companies' direct dealings with people to include the social impact of its activities.

The Lead Director is responsible for the implementation of this Policy.

The Policy objectives are regularly reviewed and are supported by a number of other specific policies and procedures, which are regularly audited by external bodies, in particular, the Health and Safety and Environmental Policies and the Code of Conduct.

#### Policy Objectives:

##### Corporate

The Szerelmey Companies are committed to the principles of good corporate governance and to ensuring that its business is properly directed and managed for the benefit of its shareholders, managers and employees.

The Companies seek to maintain an informative and pro-active dialogue with its supply chain through regular meetings, reports and reviews carried out within an integrated business management system.

The Companies believe in honesty, integrity and professionalism in all aspects of business. Bribery and corruption are unacceptable practices.

The Companies are committed to the development of Quality Management Systems throughout the business, as recognised by ISO 9001 and ISO 14001 Accreditations.

##### Employees and Contractors

The Companies strive to ensure that all employees, contractors and supply chain workers are treated fairly and with respect and are appropriately rewarded.

The Companies facilitate effective communication with and between staff by various means including email, newsletters', staff presentations and meetings, and invite feedback through staff surveys.

All employees receive annual personal development reviews which enable individual training needs to be identified.

##### Suppliers of Goods and Services

The Companies endeavour to deal with all suppliers of goods and services in an open and honest manner and with professional standards of respect and integrity.

Electronic Documents, once printed, are uncontrolled and may become outdated.

## BUSINESS MANAGEMENT SYSTEM POLICY MANUAL

### APPENDIX F (CONTINUED) Social and Ethical Policy Statement

#### Operational Processes

##### *Sourcing of Materials*

The Companies avoid trade with oppressive regimes and encourage the procurement of materials produced in a manner that does not use child labour, or any other form of forced or inhumane treatment, and from sustainable sources whenever practicable.

##### *Construction*

The Companies take all reasonable measures to minimise the disruptive effect on the community from the construction process.

##### *Sales and After Sales*

The Companies strive to meet the reasonable expectations of their customers and to treat them with respect.

##### *Environmental*

Through their Environmental Policy and processes, the Companies identify and prioritise any significant environmental aspects of operations and take steps to control and reduce the impact on the environment.

##### *Health and Safety*

Through their Health and Safety Policy, the Companies conduct activities with due regard for the health, safety and welfare of their employees, contractors, clients, visitors and members of the public wherever the Companies activities are carried out.

##### Employee processes

- Training and Development Policy, Policy and procedure on Training of Director's
- Attendance Policy, Absence Rules, Holiday Entitlement Rules, Compassionate Leave, Overtime Rules
- Statutory Requirements (Jury Service, Maternity Leave, Paternity Leave, Working Time Regulations)
- Company Car Policy
- Rules relating to Company bonus scheme, Standard Contract/terms of Employment opt out agreement
- Disciplinary Rules and Procedure, Grievance Procedure
- Recruitment Procedure, Recruitment Advertising Procedure
- Equal Opportunity Policy
- Internal E-mail Policy

  
Signed:

MD of Szerelmey Limited  
Date: 6<sup>th</sup> April 2021

  
Signed:

MD of Szerelmey Restoration Ltd  
Date: 6<sup>th</sup> April 2021

  
Signed:

Director of Szerelmey (GB) Ltd  
Date: 6<sup>th</sup> April 2021

Electronic Documents, once printed, are uncontrolled and may become outdated.

# 7

## Waste Management Control & Methodology

Szerelmey aims to minimise waste being generated and disposed of by:

- Considering the Waste Hierarchy:
  - Firstly, we aim to reduce the amount of waste we create.
  - If we create waste, we will try to identify ways we can reuse the materials both on and off site wherever possible.
  - Finally, if materials cannot be reused then we will segregate waste materials on site for recycling
  - We will only dispose of waste as a last resort
- Using re-usable packaging
- Ensuring suitable storage of materials

We see the benefits of Reducing, Reusing and Recycling our construction waste as:

- Generating income from collecting some materials
- Reducing our costs from purchasing less material and maximising skip space
- Complying with legislation
- Reducing accidents by storing materials carefully to ensure a tidy site
- Reducing CO2 emissions
- Helping to conserve natural resources.

All waste will be disposed of in accordance with the Duty of Care, all other relevant environmental legislation, technical guidance and site requirements. Any hazardous wastes will be segregated on site and disposed of as required by the Principle Contractor

Particular measures we use include:

- Maintaining a high level of housekeeping in all our work and storage areas
- Removing pallets and timber packaging from site – either to the supplier or to Riverside Timber Recycling Project for recycling or for up-cycling
- Confirming COSHH packaging is safe for non-hazardous waste disposal
- Correctly disposing of surplus chemicals, which must not enter the site drainage system

# 8

## Certificates



# Certificate of Registration

This certificate has been awarded to

## Szerelmey Limited incorporating Szerelmey Restoration Limited & Szerelmey (GB) Limited

369 Kennington Lane, Vauxhall, London, SE11 5QY, United Kingdom

in recognition of the organization's Environmental Management System which complies with

### ISO 14001:2015

The scope of activities covered by this certificate is defined below

**Stone Restoration, Cleaning Refurbishment, New Build and Design Services.**

Certificate Number:	Date of Issue: (Original)	Date of Issue:
---------------------	---------------------------	----------------

31825/A/0001/UK/En	20 August 2008	20 August 2020
--------------------	----------------	----------------

Issue No:	Expiry Date:
-----------	--------------

5	19 August 2023
---	----------------

Issued by:

A handwritten signature in black ink, appearing to read "John Smith".

On behalf of the Schemes Manager





## Social Value

# CERTIFICATE OF COMPLETION

Szerelmey Ltd

Registration No: ..... 00325038 .....

Date Issued: ..... 26 November 2021 .....

*This certifies that the member named above has met  
the requirements of the Social Value question set*

A supplier's status is dynamic. This proves the supplier has completed the Social Value question set on the day stated only. For further details, please check the platform.



PO BOX 6441, Basingstoke,  
Hampshire, RG21 7FN

0333 300 3066

[constructionline.co.uk](http://constructionline.co.uk) | [facilitiesline.co.uk](http://facilitiesline.co.uk)



## Social Value

# CERTIFICATE OF COMPLETION

Szerelmey Restoration Ltd

Registration No: ..... 73093 .....

Date Issued: ..... 26 November 2021 .....

*This certifies that the member named above has met  
the requirements of the Social Value question set*

A supplier's status is dynamic. This proves the supplier has completed the Social Value question set on the day stated only. For further details, please check the platform.



PO BOX 6441, Basingstoke,  
Hampshire, RG21 7FN

0333 300 3066

[constructionline.co.uk](http://constructionline.co.uk) | [facilitiesline.co.uk](http://facilitiesline.co.uk)



Constructionline



Facilitiesline



## Social Value

# CERTIFICATE OF COMPLETION

Szerelmey (GB) Ltd

Registration No: ..... 00456124 .....

Date Issued: ..... 26 November 2021 .....

*This certifies that the member named above has met  
the requirements of the Social Value question set*

A supplier's status is dynamic. This proves the supplier has completed the Social Value question set on the day stated only. For further details, please check the platform.



PO BOX 6441, Basingstoke,  
Hampshire, RG21 7FN

0333 300 3066

[constructionline.co.uk](http://constructionline.co.uk) | [facilitiesline.co.uk](http://facilitiesline.co.uk)



*This is to certify that*

**Szerelmey Ltd**

*is a registered Member of  
Stone Federation Great Britain  
and is thereby bound by the rules of the  
Federation, its Constitution and Code of Conduct*

President ..... *E. H. H. Elshabey*

Chief Executive ..... *Joe Bua*

Date ..... **1 January - 31 December 2022**

Membership No. ..... **SFU/0204/22**

# Certificate of Registration under the Waste (England and Wales) Regulations 2011

## Regulation authority

Name



Address  
99 Parkway Avenue  
Sheffield  
S9 4WF

Telephone number 03708 506506

The Environment Agency certify that the following information is entered in the register which they maintain under regulation 28 of the Waste (England and Wales) Regulations 2011.

## Carriers details

Name of registered carrier	SZERELMEY LTD
Registered as	an upper tier waste carrier and dealer
Registration number	CBDU127986
Address of place of business	SZERELMEY LTD KENNINGTON LANE LONDON SE11 5QY
Telephone number	020 7735 9995
Date of registration	Tuesday 20th August 2019
Expiry date of registration (unless revoked)	Thursday 1st September 2022

## Making changes to your registration

Your registration will last 3 years and will need to be renewed after this period. If any of your details change, you must notify us within 28 days of the change.

**9**

## Sustainability Overview Toolbox Talk

# Sustainability Overview

## What is it?

Sustainability is the buzzword of the moment, probably everyone has come across it, but what does it actually mean?

Simply put ...



# What is it?

*“Sustainability is most often defined as meeting the needs of the present without compromising the ability of future generations to meet theirs.”*

This in itself is a pretty vague statement. So in real terms, Sustainability can be broken down into “pillars” or areas.

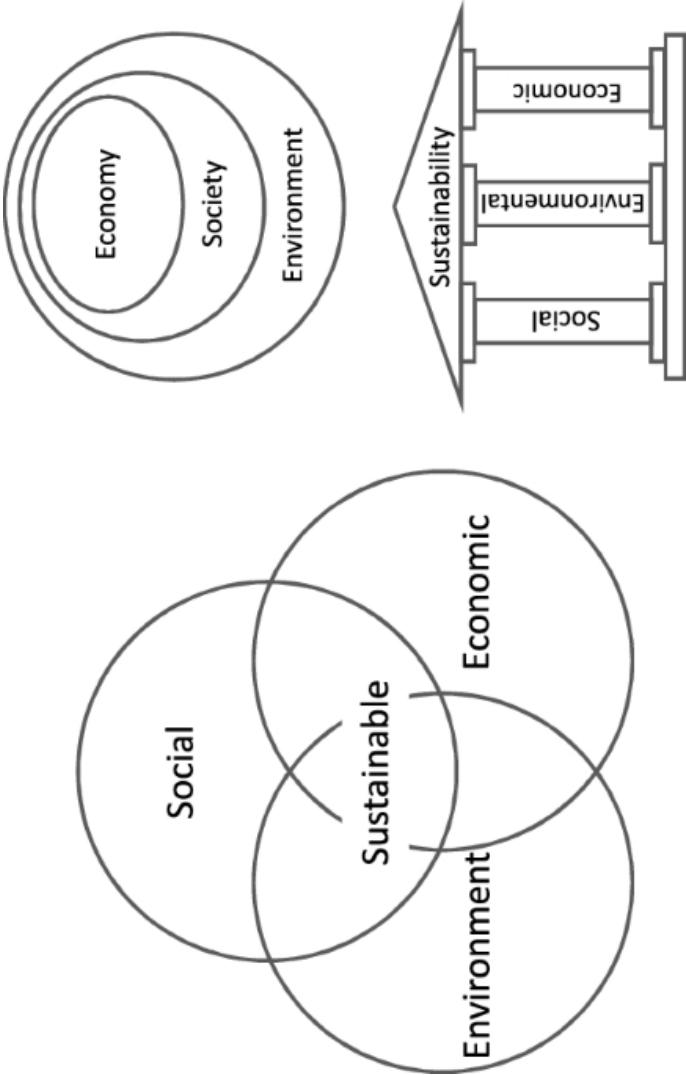


# Pillars of Sustainability

There are three main ones, under which a raft of things fall. For a business to be a truly sustainable one, it must have a balance between these pillars.

These are:

- People or Social
- Planet or Environment
- Profit or Economic



# People or Social

This covers the businesses own people, the employees and stakeholders and the community (local and global) within which the business operates. This “pillar” is what we typically refer to as Social Value.

So things to consider on a local scale would be:

## Internal within the Company

1. Employee wellbeing and health
2. Training and development
3. Support, encouragement, advancement
4. Fairness, inclusion, respect
5. A focus on staff retention through engagement strategy



# People or Social

Still on a local scale:

## External to the Company

1. Giving back to the local community
2. Volunteering
3. Raising money for charity
4. Local employment
5. Local procurement
6. Education, training, workshops with local schools/colleges



# People or Social

And things to consider on a global scale:

1. How does our supply chain operate?
2. Do they have modern slavery policies in place?
3. Do they pay fairly?
4. Is their work environment safe?
5. Do they operate along the same ethical and moral lines we do?
6. Do they hold the right insurances?
7. What is their approach to Sustainability as a whole?

# Planet or Environment

This covers how businesses can reduce the negative environmental impact of what they do and begin to contribute positively.

Things to consider:

- Carbon – moving to carbon neutral and becoming net zero carbon
- Waste – reducing, reusing and recycling which can also have a positive financial impact
- Sustainable Sourcing – knowing where materials come from and procuring locally where possible, which also feeds into People

# Planet or Environment

What is Carbon Neutral and Net Carbon Zero?

Simply put, Carbon Neutral refers to balancing out carbon emissions created, which can be done by tree planting.

We are already carbon neutral on business flights and office commuting.

Net Carbon Zero means making changes to reduce the carbon emissions produced to the lowest possible amount, which is preferably zero, with offsetting used as a last resort.

# Profit or Economic



To be sustainable for the future any business must be profitable, but this cannot come at the expense of the other pillars.

Compliance, governance and risk management fall into this.

A business must use its resources efficiently and responsibly to enable it to operate in a sustainable manner and to consistently produce profit.

A profitable business is able to invest money back into the other pillars, so the business Sustainability Strategy becomes integral to the Business Strategy.

# **What does sustainability mean to us?**

Operating as a Sustainable Business with a defined Sustainability Strategy is the right thing to do.

It is also a requirement.

At the moment it is a contractual requirement imposed by the main contractors, but in the near future it will almost certainly become associated with legal obligations.

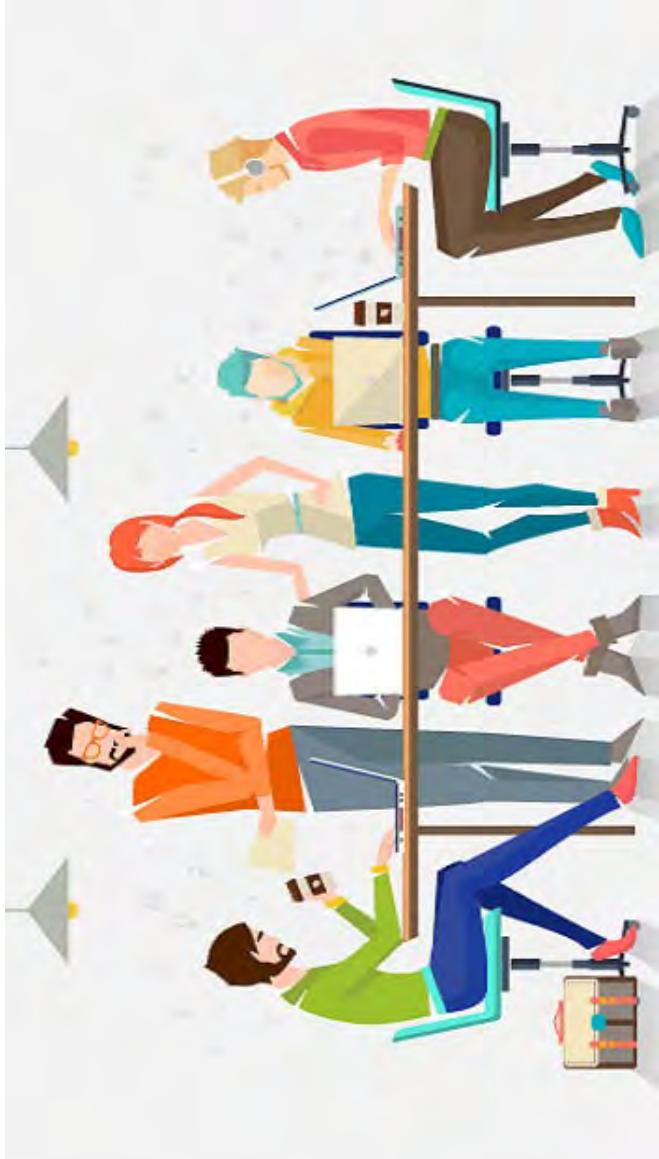
# About these requirements ...

Requirements are raised at prequal, tender and contract level. Once in contract the majority of main contractors we work with now assign a Sustainability Manager to the project, and this person ensures the supply chain do what they say they will. This falls into the following areas:

- Local employment
- Local procurement
- Apprentices, work experience, training
- Community give back
- Fundraising and charity

# Further Requirements

In addition, most main contractors now ask us for our Sustainability Strategy and our Net Zero Carbon Strategy – and how we are actively engaging with both.

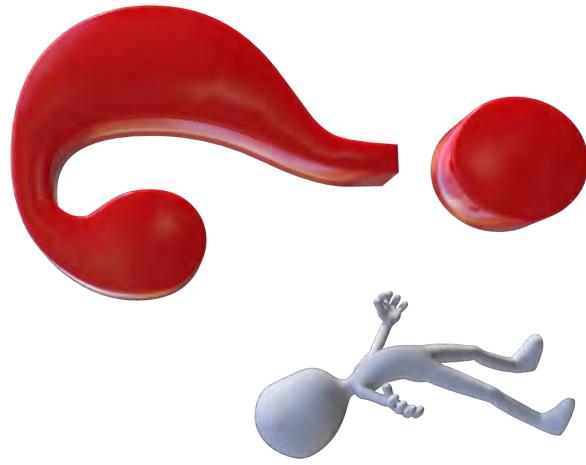


# Why is this happening?

Apart from the obvious, the rapidly increasing pressure on us from main contractors to deliver sustainable objectives is because they too have signed up to deliverables with the Client.

The only way the main contractor can fulfill their own Sustainable objectives, is by their supply chain feeding into it.

The same is true of us. Historically we have all been guilty of pledging to do things that never happened, but those days are now over.



# Why is this happening?

As such, we have to look to our own supply chain and strongly encourage them to be similarly proactive.

Mace and SRM, for example, require us to vouch for the credentials of our suppliers, so we need to make sure they are ISO 14001 and ISO 9001 accredited. This was written into a recent contract with Mace.

So, when looking at suppliers, please consider their accreditations at estimating and contract stages.



# Additionally

In September 2021 the government published PPN 06/20, which requires social value is explicitly evaluated in all government procurement. There is now a minimum of 10% weighting for social value of total contract scores when tendering for all government projects, which includes councils.



# What are we doing?

We are doing well!! But we need to do more and pull together as a team to deliver these goals

We measure and monitor our energy use and will be offsetting this in 2022

We measure and monitor our carbon debt through commuting and flights and are offsetting this

We are audited and verified on the Ethical Stone Register

We record and measure all charity, fundraising, community events at different sites and head office



# **What do we need to do?**

We will be implementing the Sustainability Awareness Tool in February. This allows us to measure and monitor different aspects of sustainability through the use of metrics.

We are engaging with a consultant to assist us with our Sustainability Strategy and in moving towards net zero carbon

We need to improve our communication between office and sites and ensure that contract managers are involved in initial meetings with the contractor's Sustainability Manager at project start.

Everyone needs to be part of this for it to be successful.

This means everyone at some point in the year will need to volunteer or take part in community give backs.

# WHY?????

It is the right thing to do.

BUT, also, we are being very proactive as a company and trying to get ahead of the game.

This means, we will potentially have an enormous competitive advantage when bidding tenders.



# Any questions?

This has given you a brief overview of a big, complicated subject.



If you have any questions or want more information please contact Graham or Tam.



Szerelmey  
369 Kennington Lane  
Vauxhall London SE11 5QY

020 7735 9995  
[info@szerelmey.com](mailto:info@szerelmey.com)

**[www.szerelmey.com](http://www.szerelmey.com)**