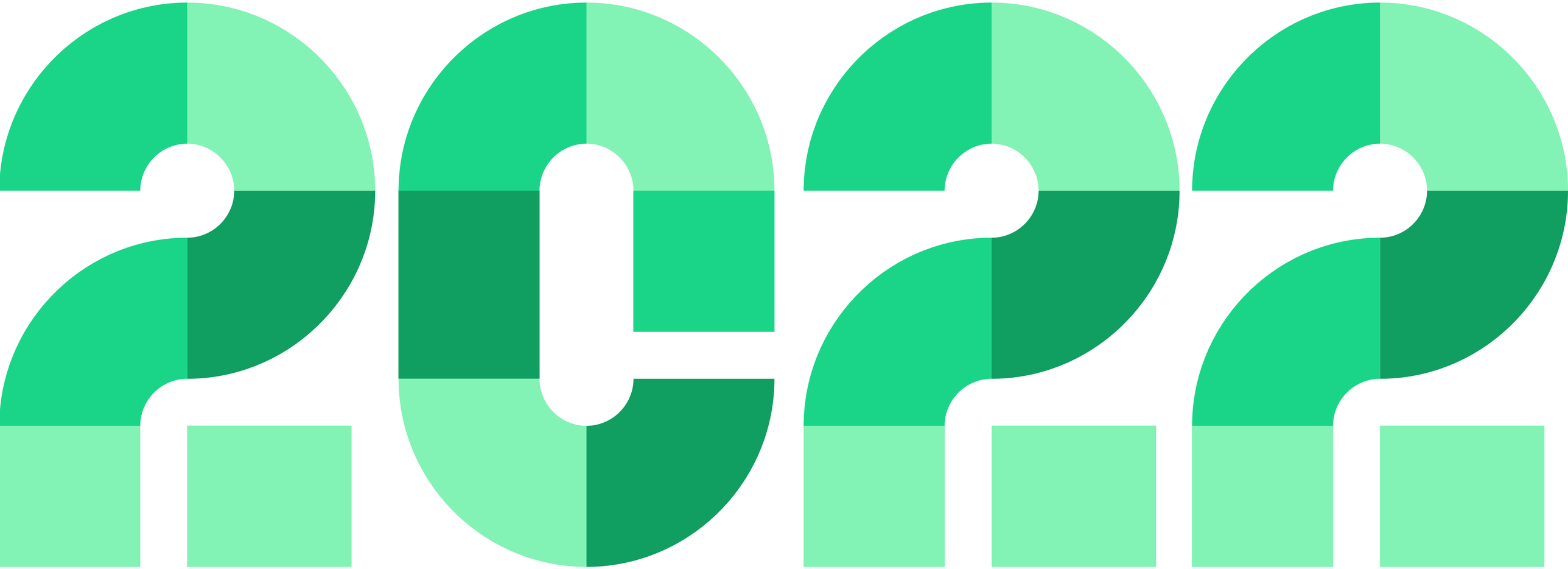
EMCOR UK's responsible business report

Our vision for a better world at work



EMCOR UK

Enter

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Our purpose

Welcome to our “a better world at work” report

Our purpose at EMCOR UK is to create “a better world at work” and we aim to do this by bringing the best possible resources and people together.

“A better world at work” has two meanings for us. Firstly, to promote a better place for all colleagues across our business, as well as those of our partners and our customers and, secondly, to make significant impact on driving forward the social and environmental agendas to preserve the planet and promote a fair, inclusive and respectful society.

Our values, which are designed to enable this purpose to be achieved, are centered on recognising the contribution that all can make in delivering our ambitious goals. “Safe and Secure” reflects our total commitment to safeguarding health and wellbeing and is underpinned by a no compromise attitude to safety and security, be that physical health, mental health, physical or cyber security.

We recognise that our long-term, sustainable success is based on us creating truly inclusive environments and developing ways of working that provide genuine dignity, fairness, opportunity and respect to all. As People who Care and with a philosophy of working Together as One, we are proud of our award-winning safe systems of work and our comprehensive, ever-improving employee education and training.

We have purposefully selected 8 of the United Nation’s Global Goals where we believe we can make the biggest impact in delivering measurable benefits to both society and the planet. Those where we focus primarily on societal benefits include promoting good health and wellbeing, reducing inequalities and providing decent work.

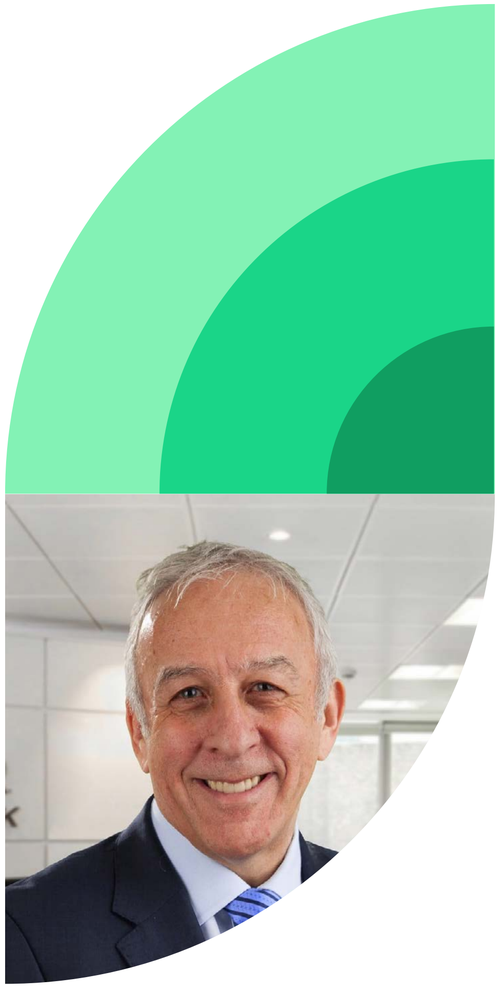
This we aim to achieve by focused programmes of work to recognise and reward all colleagues for the contributions they make and by adopting the very best practices to enable a truly authentic inclusive and diverse culture.

Our positive contribution to the sustainability of the planet is addressed through our aims across such areas as responsible consumption, climate action and reducing greenhouse gas emissions whilst innovating to improve productivity and hence optimise the use of scarce planetary resources.

These ambitious goals we recognise can only be delivered by effectively collaborating with others. To this end we have partnered with organisations that can supplement our expertise to assist us in guiding us along the path to “a better world at work”.

In this report, we share our ambitions and the achievements we have made to date. As an “active and ambitious” organisation we realise this is a long-term programme of change but it is a programme for which we have the energy, enthusiasm and we believe, the position to make a very significant impact on the societal and environmental challenges we face.

Keith Chanter
Chief Executive, EMCOR UK



Our values

Our values underpin the way we work, and how we build and maintain positive relationships.



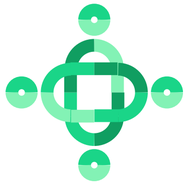
People who care

We care about people first and foremost, every life we touch, our EMCOR UK colleagues, our customers, supply chain partners and all the communities with whom we work. Our long-term, sustainable success and positive impact is based upon us creating truly inclusive environments and ways of working that provide genuine dignity, fairness, opportunity and respect for everyone.



Safe & secure

We never compromise on safety or security. Whether physical safety, mental wellbeing, personal, commercial or cyber-security, we are always focused on creating the most safe and secure environments, teams, experiences and outcomes. Everyone we work with is entitled to a safe workplace, a place in which we all know how to work without harming ourselves or others.



Together as one

Collaboration is at the centre of our culture, shaping how we work in our company, with all our partners and our customers. We were the first facilities management (FM) provider to achieve the much-coveted BS 11000 collaborative business relationships standard and we were amongst the first six companies in the world to achieve ISO 44001, the international standard for collaborative business relationship management.



Active & ambitious

Creating a sustainable and successful business is an ongoing process. We act with energy and ambition, evolving and responding to address our customers' needs. Our immediate response is balanced with our longer-term actions; investing in innovation, nurturing new ideas and concepts to ensure we constantly evolve and raise our standards, our impacts and our performance, for the future and for good.



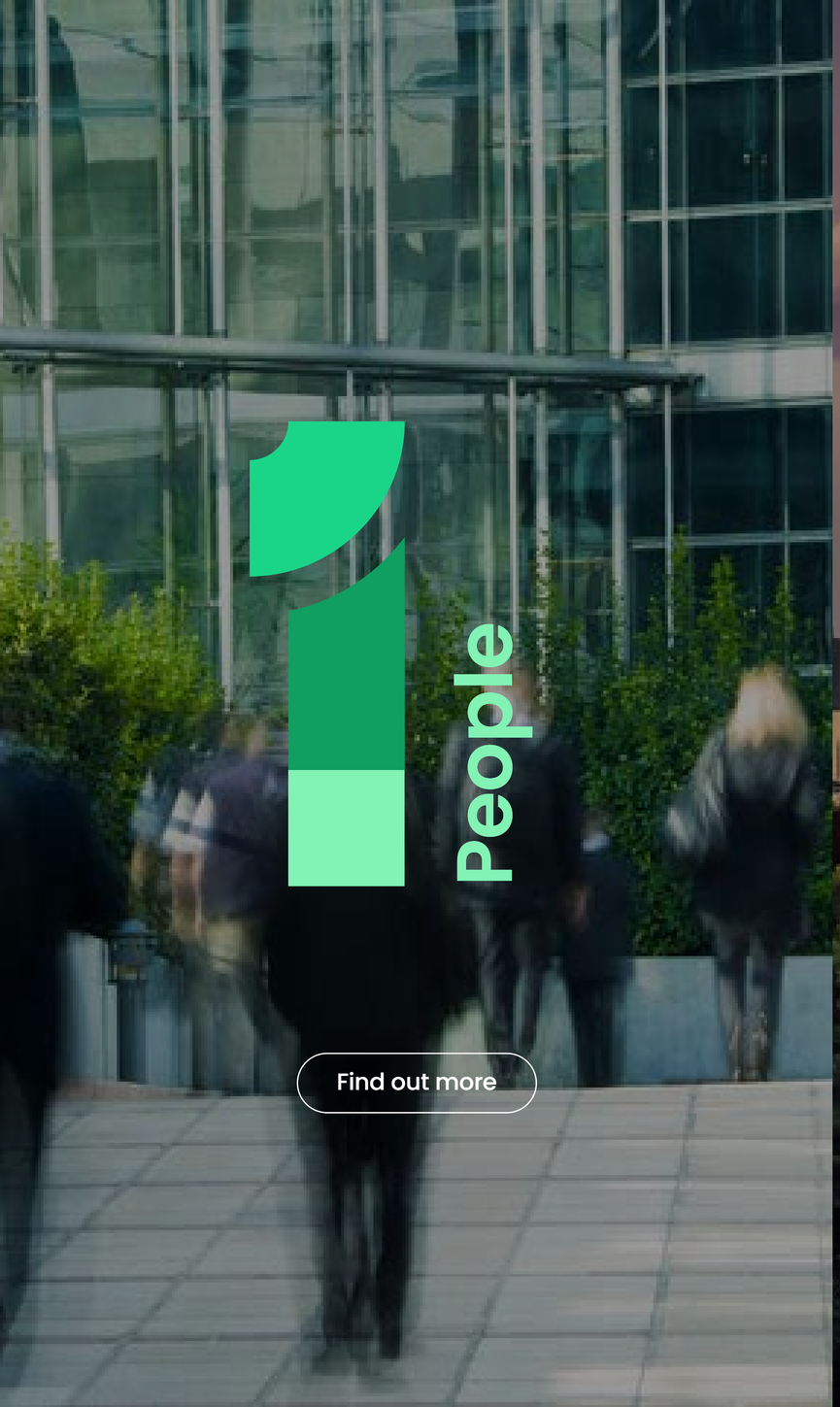
Our global goals

We have aligned ourselves with the United Nations Sustainable Development Goals (SDGs).

These were created in 2015 as the blueprint to achieve a better and more sustainable future for all by addressing global challenges of poverty, inequality, climate change, environmental degradation, peace and justice. The 17 SDGs are an interconnected approach to achieving sustainable development for all by 2030.

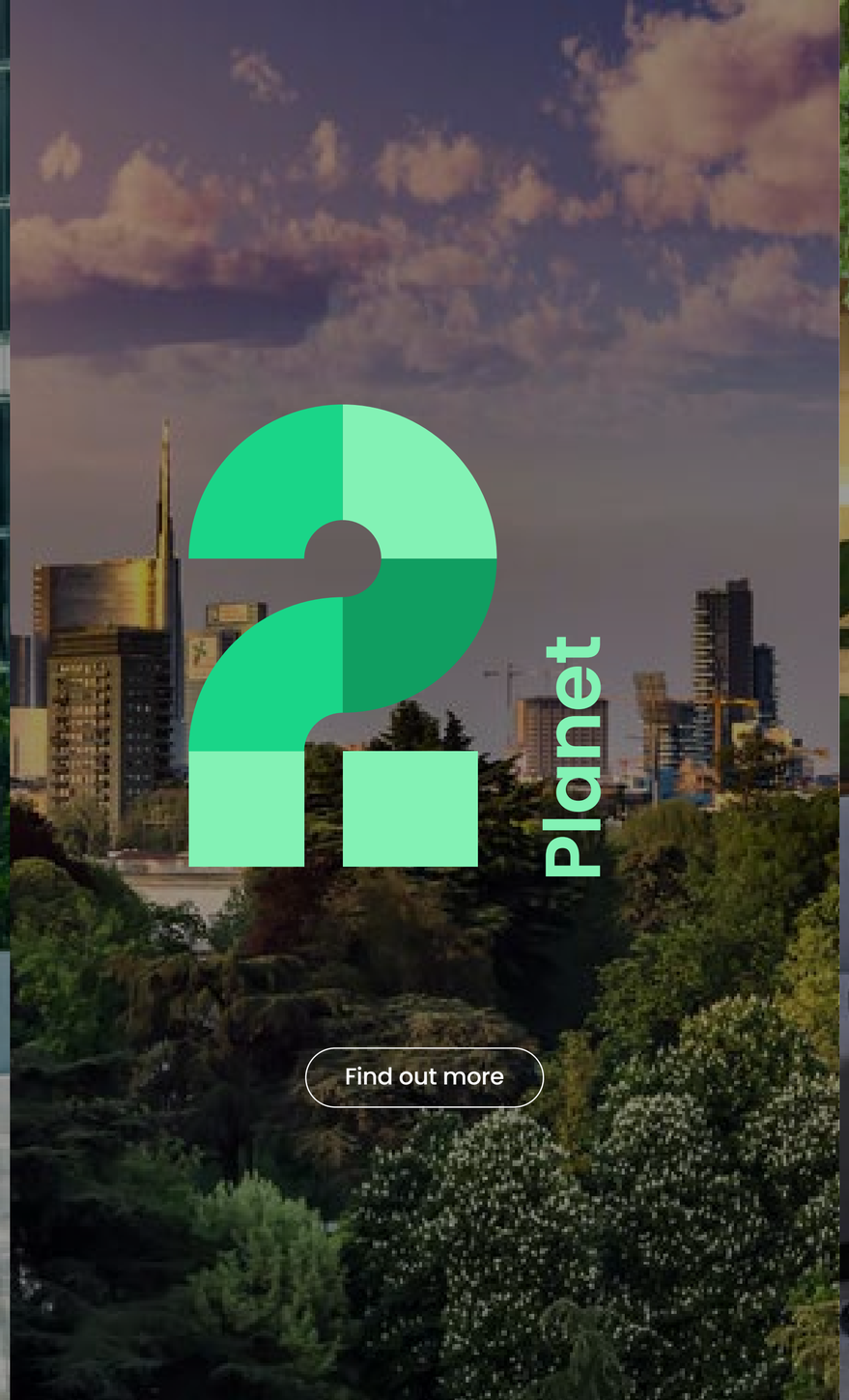
The following 8 United Nation's Global Goals are where we are focused on delivering measurable benefits to both society and the planet.

Goals	Aims	Goals	Aims
3 GOOD HEALTH AND WELL-BEING	Ensuring healthy lives and promote well-being for all at all ages	5 GENDER EQUALITY	Achieving gender equality and empower all women and girls
8 DECENT WORK AND ECONOMIC GROWTH	Promoting sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	Building resilient infrastructure, promoting inclusive and sustainable industrialisation and fostering innovation
10 REDUCED INEQUALITIES	Reducing inequalities within and among countries	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Ensuring sustainable consumption and production patterns
13 CLIMATE ACTION	Taking urgent action to combat climate change and its impacts	17 PARTNERSHIPS FOR THE GOALS	Strengthening the means of implementation and revitalising the global partnership for sustainable development



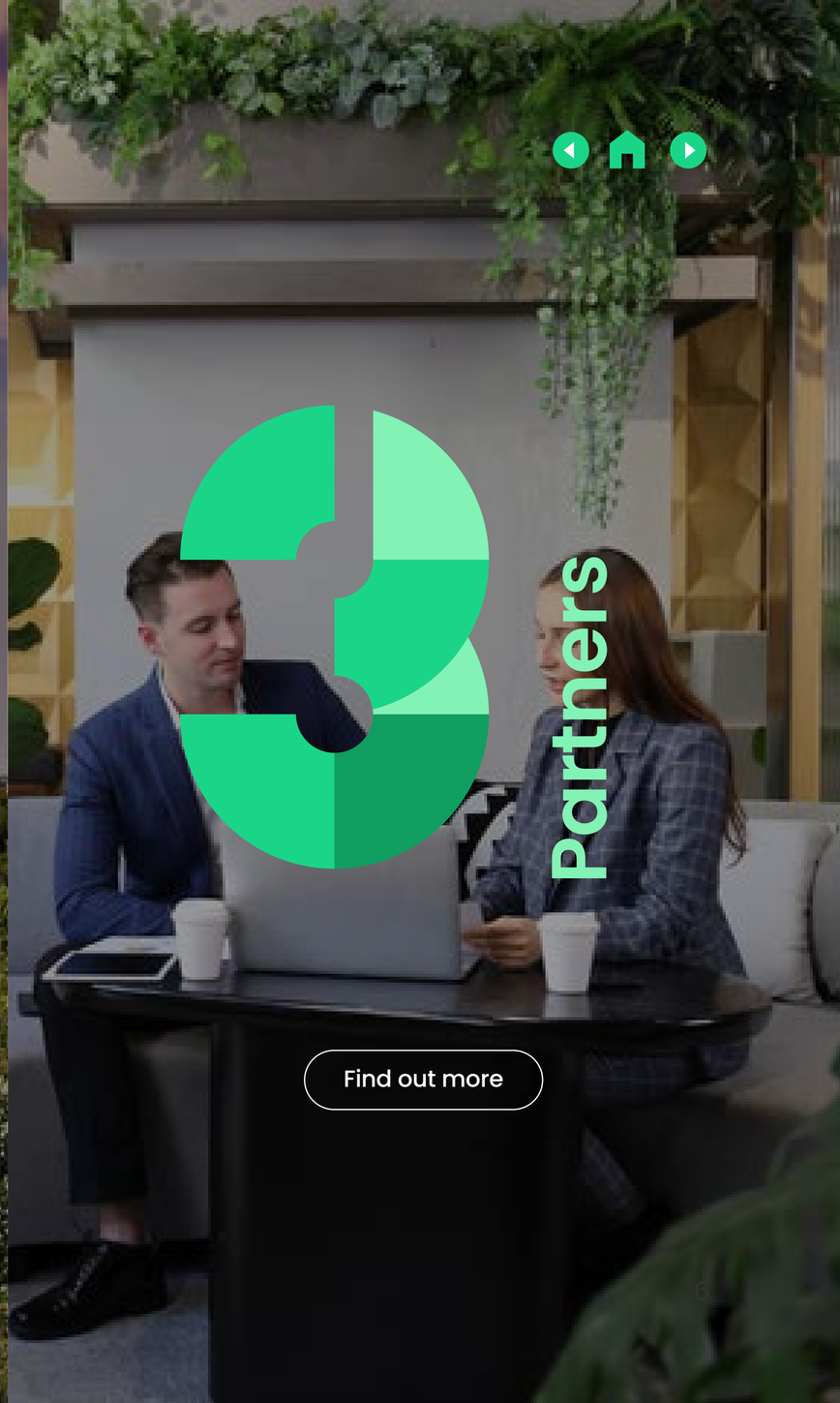
1 People

Find out more



2 Planet

Find out more



3 Partners

Find out more

People

A better world at work for people and communities

Our mission is to deliver targeted and sustainable economic, social and environmental benefits that reinforce our commitment to creating a better world at work for individuals and for the communities in which we operate.

We strive to understand local needs and priorities with the aim of delivering transparent social value and accountability. We want to promote a better world at work for our current and future colleagues along with those of our supply chain partners and our customers.

We are achieving our goals in a variety of ways.



Adopting a multi-faceted approach to wellbeing

Wellbeing impacts multiple areas of our lives – we have therefore adopted individual approaches and strategies which address the following key areas:

Using our internally developed organisational wellbeing maturity model, our wellbeing maturity across 17 wellbeing performance indicators has increased by

12.5%

since Jan 2021.

Lifestyle
Good health is achieved through having access to good nutrition, hydration, sleep and ceasing smoking.

Financial
Financial security and freedom come from having access to lending, savings, education and job growth, all of which helps our employees live their lives to the fullest.



Clinical
Workplace health surveillance encourages early intervention to prevent injury and chronic illness.

Decent work
We ensure clear job specifications for all as well as job enrichment through development upward mobility and succession planning.

Mental health
By promoting mental health awareness and reducing its stigma, we help employees build resilience.

Psychological safety
In paying attention to how jobs are organised and employees working environment, we promote equity and fairness across our organisation.

Proactive support for men’s and women’s health

We host several events in support of women’s health and the menopause, including through our partnership with women’s health champions ‘See Her Thrive’. Our Menopause Policy and Menopause Toolkit provides useful resources from training through to book recommendations. Our monthly Women’s Health Network provides social support, connection and coaching by addressing all things relating to women’s health.



“I enjoyed the interaction from both men and women in the audience and how open and honest colleagues were as they shared their experiences. This made me feel more comfortable to discuss the menopause.”

Employee feedback from our Menopause Awareness Webinar



Talking is key to good health and wellbeing. We have therefore signed up to Zero Suicide Alliance which raises awareness of workplace suicide. We also support Andy’s Man Club, a mental health charity that offers free talking groups for men. In partnership with Rising Vibe, who are raising wellbeing awareness for leaders, we’ve hosted men’s health workshops to start important conversations that really matter.

“I can’t tell you how powerful that hour was, and for everyone at the end to start to talk and share. I’m so proud to work for a company that cares and is prepared to show it.”

Employee feedback from our Men’s Health Workshop

Generous maternity and paternity policies

We have an industry leading approach to our parental policies, developed by our Gender Team.

For all our full and part-time employees, we provide:

- Maternity Pay: 26 weeks at full pay, 13 weeks at SSP followed by 13 weeks unpaid
- Paternity pay is enhanced to 6 weeks full pay
- Pregnancy loss (including terminations): 2 weeks paid leave for both parents
- A review of the parental policies to create a pack for new parents has been agreed
- Flexible working to be agreed during times of treatment
- New surrogacy policy for same sex parents

We also aim to ensure everyone has universal access to sexual and reproductive healthcare services by

2030

Global goal

Good Health and Wellbeing

Our award winning approach to wellbeing is supported through training and education for all our employees and supply chain partners. We are the first company globally to be awarded the international standard for mental health risk management, ISO 45003: Psychological health and safety at work. Guidelines for managing psychosocial risks.





Mental health support

We champion mental health support via our ‘This is Me’ campaign to create a healthier, safer and more inclusive workplace.

As part of the campaign, employees across the organisation wore green ribbons as a visible sign of solidarity and support to colleagues suffering with their mental health. Our wellbeing pledge tree also encourages employees to take a pledge to support their colleagues’ mental health and wellbeing.

Employees across our workforce took part in the BOOST 8-week wellbeing programme, designed to boost their mood. The programme included activities such as yoga, breath work, journaling, mindfulness and singing.

This BOOST programme improved:

01 mental resilience by 21%

02 perceived organisational support by 14%

03 wellbeing over 4 weeks by an average of 4%

Global goal

8 DECENT WORK AND ECONOMIC GROWTH

Decent Work

We adopt a holistic, whole person agenda in support of creating a sustainable, inclusive workplace for all and decent work for individuals. We do this through our inclusion, equality, diversity and wellbeing strategies as well as providing development prospects for our colleagues with a career pathway and learning and development to enable upward social mobility.

We’re promoting a good work-life balance via our ‘Six Ways to Wellbeing’ initiative. Through monthly communications, top tips, tools, and activities, individuals are inspired to Connect, Nourish, Take Notice, Be Active, Keep Learning and Give – effectively encouraging them to be proactive in supporting their own health and wellbeing, and to support colleagues to do the same.



Offering decent work and tackling inequality through our Apprenticeship Programme

We currently support 56 trade apprentices and 85 vocational apprentices who are progressing their experience and studies at various stages of the apprenticeship lifecycle. This is in line with our 2025 growth plans and our aim of creating a better world at work for those in the local communities where we live and serve, as well as supporting the development of our current employee base who are looking to gain new skills and experiences.

Through our apprenticeship programme we:

- Tackle the issue of an ever-increasing aging workforce and help close the skills gap
- Employ and upskill local residents from disadvantaged backgrounds
- Ensure we have a highly trained and motivated workforce

We have taken the decision to further strengthen our approach to apprenticeships by recognising the importance of this valuable resource. A minimum of 25 new apprentices each year will join our business, as we look to grow our own employees and our skill sets from local communities.

Ensuring inclusion, equity and diversity

We are actively evolving a workplace culture that is enabling us to attract, develop, and retain diverse talent which is representative of UK society. We do this by doing more than simply complying with the Equality Act 2010 (which legally protects individuals identified by nine specified protected characteristics).

We have identified the following three strategic priorities:

- Effective communication, awareness-raising and training to share good practice through collaborating with individuals, groups and organisations.
- Enhancing recruitment methods to attract a diverse talent pool and retain staff.
- Hosting onsite Employee Feedback Forums to increase employee engagement and encourage the sharing of views and experiences.

Key steps we have taken include



Key steps we have taken include:

Key steps

Developing relationships outside of our community and increasing our understanding of issues and challenges that create barriers to creating a better world at work. One example of this is our support for the **Armed Forces Covenant**. This enables us to support people leaving the armed forces by providing employment and training. We also support their families in adjusting to civilian life and securing long-term sustainable employment and wellbeing.

We're helping to tackle economic inequality by aligning ourselves **with the Government's 'Good Work Plan'** which sets out a vision for the future labour market in the UK. And in 2021, we became a **Real Living Wage Foundation employer.** As a result, we no longer have employees earning less than Real Living Wage. We have also moved all of our customer accounts into this initiative. Paying the Real Living Wage helps us make employment more sustainable, especially during a period of extremely high living costs (the highest for 30 years). Our staff attrition is now less than 12% and considerably below the industry average. We've also made savings through having lower recruitment churn, less absenteeism and better performance.

Global goal



Reduced Inequalities

Our partnerships with the Real Living Wage Foundation and Salary Finance have helped us reduce inequalities. We have also consolidated employees' debt by £1.42million and reduced the high interest rates our colleagues were suffering.

We recognise that addressing gender parity is important in achieving gender equality and empowering all women and girls. We have therefore created a forum for women in our Senior Leadership Team to provide them with the opportunity to share their feedback on their career development.

Global goal



Gender Equality

We aim to achieve gender equality and empower all women and girls through our education framework, social value commitments and industry leading parental support programmes.

Established in 2017, our **Creating Balance** programme drives Inclusion, Equity and Diversity initiatives across our business and our leadership teams. We have collaborated with external governing bodies and our customer base through the programme. We have six focus groups made up of employee representatives across the company that meet monthly to develop better policies to support their colleagues.

To date, over 40 different initiatives have been launched as a result of the Creating Balance focus group involvement, including enhanced maternity and paternity leave and signing up to the Race at Work Charter (which addresses barriers faced by ethnic minorities). The first Creating Balance Conference took place in 2022 to acknowledge and celebrate successes.

culture

Advocating for and supporting individuals from all races and ethnic backgrounds

ability

Working towards inclusion and equity in the workplace for individuals with different abilities

gender

Ensuring equity and equality for all sexes and gender identities



beliefs

Focusing on improving inclusion and diversity for all beliefs and faiths

generations

Representing a variety of generations to ensure no one is left behind

identity

Supporting our colleagues from the LGBTQ+ community

Decent work - economic

Our HR dashboard is used to monitor a range of key factors which can be used to measure the impact of our activities:

- **Headcount and turnover** – including employee demographics like age, nationality and length of service, key trends are highlighted, upon which actions are taken
- **Wellbeing and absence** – including lost days due to sickness, reason for absence (e.g. stress) plus key trends and the cost of sickness absence. These indicators help inform our occupational health activities and assist us in keeping our employees well and in work
- **Overtime levels** – reported monthly, not just for payments, but crucially to monitor hours worked that may give rise to safety concerns, physical or mental illness
- **Reward and recognition** – monthly reviews of how we reward our employees; celebrating their great work

The dashboard is adapted every month and provides leaders with in-depth trend analysis to help with their decision-making, and also used to report, track and act upon our Gender Pay Gap.

We also track the results and review the make-up of our workforce with our Executive Leadership Team throughout the year. To ensure that we are industry-leading, our grading structure and pay bands are reviewed by an external organisation and supply chain partner.

Assessing the impact of our strategies is vital, therefore we have adopted a 5-stage evidence-based impact assessment. The **Inclusion and Equity Impact Assessment (IEIA)** effectively identifies if our policies or management decisions are discriminating or disadvantaging anyone, enabling us to take action where needed.



COVID and our communities

The COVID-19 pandemic brought our community responsibilities to the forefront of our daily decision-making and operations and presented a key opportunity for us to demonstrate our 'better world at work' commitment.

We took a range of decisive actions:

In the wider community, we have taken part in a pivotal **flu vaccination programme** for the second year. Supported by Citi Health, this programme led to the successful vaccination of just under 600 EMCOR UK employees. As a result, we donated 600 flu vaccinations to the **UNICEF 'get a jab, give a jab'** programme. Our donation has helped struggling health services get back on their feet, get millions of children back to school, all whilst protecting the most vulnerable.

We actively **support voluntary, community, and social enterprises** by spending money in a way that has a positive impact on our society. For example, through our partnership with the East of England Business in the Community Board, we provided a deep clean for a Lowestoft community group and re-used old scaffold boards to create a walkway at a farm which caters for disabled children in Suffolk.

We **also actively seek contracts with social enterprises** in order to drive social mobility and generate social value, reinforce our commitment to equality, diversity and inclusion, and contribute towards our 2025 growth target. In turn, those social enterprises will be able to reinvest their profits to employ people facing barriers to the job market and make key services affordable for disadvantaged groups.

In addition we took these actions to assist our colleagues:

01 A flowchart was developed to help colleagues and managers navigate their way through wellness and understand the developing landscape during the pandemic.

02 Our Gold Response team, led by our CEO, met several times a week to review the government and medical advice, putting that into practical advice for our employees. Our Business Continuity Teams also met bi-weekly to review the changing risk landscape and to develop necessary control measures. Our Gold and Silver emergency response teams worked tirelessly to turn government and medical advice into practical support for our teams.

03 Our flexible benefit platform (FLEX) was adapted, and we created an advice and guidance section to keep employees updated with how the company was responding to the pandemic. This was also turned into a news feed that was able to reach employees personal mobile phones as well as the traditional forms of company email.

04 We launched the Connect App - our new communication and engagement application. Information was circulated through the app, including CEO updates on the company's position to confirm to our colleagues their job security and a whole section on reboarding, where we welcomed our employees safely back into their place of work post lockdowns.

05 When vaccinations for COVID-19 became available, we launched the 'As Essential As You' campaign to encourage our employees to get vaccinated.

What next?

We are committed to maturing and integrating our policies and approaches to equity, diversity, inclusion, safety and wellbeing in support of our whole person approach to creating a better world at work for all our people and our communities.





We will continue to work towards our global goals with practical strategies that enable us to:

- Reduce income inequalities with our own, and partnership organisations
- Offer decent work with equal pay
- Promote policies to support job creation
- Adopt social policies that promote equality
- Increase mental health awareness
- Provide access to reproductive care and education
- Provide financial risk protection
- Through each Covenant, commit to support veterans/service leavers, care leavers and victims/ survivors of domestic abuse into independent living
- Improve early warning systems for global health risks



Planet

A better world at work for our planet



The Intergovernmental Panel on Climate Change (IPCC) most recent assessment report was ‘code red’ for humanity, highlighting the need for urgent climate action to maintain a habitable planet for humankind.

To avoid the most significant effects of climate breakdown, we must play our part to halve greenhouse gas emissions before 2030, achieve net-zero emissions before 2050 and halt global temperature rise to 1.5°C.

We are achieving our social value goals and creating a better world at work for our planet by ensuring sustainable practices are front and centre of all the decisions we make.

We are achieving our goals in a variety of ways.

Setting our baseline emissions footprint

Our offset strategy

Creating greener workplaces

What next?

Setting our baseline emissions footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past, and before any reduction strategies were introduced. They're the reference point against which emissions reduction can be measured. Our baseline year is 2019.

These emissions are produced through the operation of our buildings (scope 1) and the use of our fleet vehicles (scope 1):

Baseline year emissions:

Emissions	Total (Tco2e)
Scope 1	3698

We publicly declared our support and commitment to tackling the climate crisis by signing the Letter of **Commitment to 1.5°C.** This commitment builds on many years of carbon reduction across our own, and our clients' sites. We gained impetus from COP 26 in Glasgow in 2021.

CO_2 reduction vs Base year:

2020 vs 2019	-15.8% Year 1

At present we are setting our supply chain scope 3 emissions baseline. Once this has been achieved our next step is to set science-based targets. These will confirm how much and how quickly we need to reduce our greenhouse gas (GHG) emissions to prevent the worst effects of climate change.

We have also begun mapping our route ahead. **Our Carbon Management & Reduction Plan (CMRP)** outlines our operational route to reaching Net Zero and aligns with Global Goal 12: Responsible Consumption and Global Goal 13:Climate Action.



To reduce CO_2 by regeneration, we are working alongside our long-standing customer, United Utilities. We have planted an urban forest in the North West of England made up of over 400 trees native to the UK including Oak, Rowan, Birch and Hazel. This forest will provide a home for nature and a space for reflection and wellbeing, while echoing United Utilities' climate goal to reduce emissions and achieve net zero by 2023.

Our Senior Leadership Team from the North participated in a charity volunteering day at Lyme Park, owned by the National Trust. The team helped with the removal of Rhododendron Ponticum, a non-indigenous evergreen shrub that destructively takes over a site, reducing biodiversity and obstructing woodland regeneration.

Global goal



Responsible Consumption

We're involved in environmental conservation initiatives and collaboratively support our supply chain partners in their climate change efforts.

Our offset strategy

As we transition to science based targets, our strategy will be to offset those annual emissions that can't be avoided or reduced. Our chosen partner for offset projects is Climate Seed.

In accordance with PAS2060:2014, we calculated our carbon footprint and purchased carbon allowances to offset our scope 1 and 2 emissions of 4068 tCO2e for the period of 1 Jan 2021 – 31 December 2021, which were retired against **The Jari/Amapá REDD+ Project in Brazil.**

The Jari valley in Brazil is home to over two thousand rural families, as well as extremely important species of flora (of which over one hundred are considered endangered).
In the last year, the valley has experienced an increase in deforestation rates due to the cultivation of squatters in the area.

The project aims to guarantee the conservation and protection of biodiversity in the valley and reduce unplanned deforestation, while promoting socio-economic development.





Creating greener workplaces

Research conducted by the UK Green Building Council (UKGBC) discovered that the built environment accounts for around 40% of the UK's total carbon footprint.

One of the biggest challenges we face is how to adapt, modify and manage the existing buildings we have, while acting in a sustainable and cost-effective way.

The built environment accounts for around

40%

of the UK's total carbon footprint.

Critical factors to consider

Global goal

13 CLIMATE ACTION

Climate Action

In decarbonising and increasing our use of renewable energy, we've reduced our CO_2 emissions. We've made donations to biodiversity conservations, diverted hard to recycle waste from landfill and reduced food waste.

There are a range of critical factors to consider:

Critical factors to consider:

01

The number of people using the space

Pre-pandemic figures indicated that many offices were only 60% occupied – so getting the size of space right is the first challenge. Once this is decided, sustainable improvements can be made in other areas of the building.

02

The indoor environment colleagues need (heat, cooling, light, fresh air)

Many organisations make the mistake of supplying a standard temperature across the entire building. Through recent research with WLP+, we discovered that feeling comfortable is a key factor to being productive. Feeling too hot, or too cold, can lower a person's productivity by up to 12%.

03

The physical features (carpet, furniture, paint)

Where possible we use materials that have been recycled or repurposed. In turn, this is proving less expensive and easier to source. For example, we use carpet tiles made from discarded ghost fishing nets.

What next?

We've committed to achieving net zero by 2030.

We'll do this through Science Based Targets when we've completed the measurement of our supply chain scope 3 emissions baseline, which we plan to do in 2022.





We will continue to work towards our global goals with practical strategies that enable us to:

- Support projects that align with our values
- Choose eco-friendly products
- Supporting sustainable practices
- Offset our carbon emissions
- Work with our customers to deploy our expertise to assist them in their carbon reduction initiatives
- Protect and enrich green spaces for people, plants and wildlife



Partnerships

Working together to make a difference

We proactively seek partners who share our vision and can work with us to achieve our goals and create a better world at work for all.

We are working towards becoming a more sustainable, inclusive, equal, and diverse workplace and employer – and this is being realised through a powerful combination of internal resources, external expertise and collaborative partnerships.

We are achieving our goals in a variety of ways.



Working with our partners to make a difference in a variety of ways

Keeping track of the impact of our partnership activities

Collaborating effectively with our supply chain partners

What next?

Working with our partners to make a difference in a variety of ways

01 We partner with **Business in The Community** in a variety of joint rural regeneration programmes. For example, EMCOR UK hosted an East of England sustainability event with a focus on circular economy and reduction of SUPs (single use plastics). EMCOR UK invited their supply chain, a portfolio of their customers as well as customers sustainability departments from both their business and their supply chains.

At Anglian Water we have supported the Peterborough and Cambridgeshire Circular Economy 'chapters' by redistributing old office furniture and IT equipment taken out of their corporate estate as part of their refurbishment, issuing it to small/medium size enterprises within the 'chapter' (region).



02 Through our partnership with **REMPLOY** we have launched the Access to Work Mental Health Support Service - a confidential and vocational support service for employees with mental health challenges.

03 In partnership with **Salary Finance**, we've consolidated the debt of 853 employees who own credit cards or have taken out loans, saving them an average of £618. The total amount of debt we've consolidated is £1.42million and we've saved £268,127 in interest for our employees. This is playing a key role in our commitment to improving financial wellbeing for our employees.

04 We're dedicated to supporting charitable organisations through fundraising and work with several charitable partners including **Macmillan Cancer Support.**

05 We partner with the **White Ensign Association**, who help us hire ex-military personnel and support their need for resettlement. We are proud to have several ex-military veterans that hold senior positions in our business.

06 In partnership with **See Her Thrive**, we host several events in support of Women's Health and the menopause.

07 Community wellbeing is a relatively new area for us. One of our new partnerships is with the **Norwich Together Alliance** which brings organisations together to tackle loneliness. As a member of the strategic Board our aim is to work with Business in the Community and partners to resolve this challenge in a sustainable way by addressing the root causes of loneliness. We are also proud members of the **East of England Leadership Board** and our ambition is to influence local debate while shaping the agenda to create more sustainable livelihoods in this area.

08 We're a partner of the award-winning **Supply Chain Sustainability School (SCSS)**. Since 2012, the School has championed expertise in a wide range of areas relevant to our business, as well as that of our customers. We regularly discuss expanding our SME/Voluntary Community and Social Enterprise (VCSE) supplier base. We're engaged in a Meet the Buyer Event via BITC to widen, diversify and support local businesses, communities, and their economies.

09 We've been creating social value by procuring through the **Commercial Foundation** via Commercial Ltd, with every £1 spent generating £5.07 of social value.

Global goal

17 PARTNERSHIPS FOR THE GOALS

Partnering for Goals

We are a partner of the award-winning Supply Chain Sustainability School (SCSS) and contribute to its strategy and direction.



Keeping track of the impact of our partnership activities

BS 8950 is the first British Standard to discuss social value. In keeping with our commitment to creating a better world at work, we'll continue to meet the expectations outlined by the standard.

It's important to us to show how well our activities are providing value. We have therefore adopted the National TOMs Framework, a robust means for measuring our social value footprint. This social value measurement standard enables us to monetise our impact, unlock social value holistically within our business, set KPIs and report in real time against our goals.

Over the last 12 months, our bi-monthly 'virtual coffee and learn' sessions have enabled us to keep in touch with our supply chain partners and talk about key topics and learning experiences. We're proud to maintain a 360-degree collaborative relationship with our supply chain, supporting our ISO 44001: Collaborative Business Relationship Management.

Our Sustainability Dashboard enables us to measure and reduce our negative impacts on society and the environment, and to encourage the right mindset. We use it to measure external metrics provided by our supply chain partners and to report some of our own internal metrics in relation to inclusion and diversity.

Collaborating effectively with our supply chain partners

Our Supply Chain process is underpinned by the ISO 20400:2017 Sustainable Procurement standard. By treating our suppliers fairly and with respect, we've created a collaborative environment that encourages best practice. We're proud to be the first facilities management company to be assessed against ISO 20400.

We ask our supply chain partners to sign up to the Sustainable Supply Chain Charter as a first step to demonstrating their shared ambition and commitment to sustainable practices. Our approach focuses on specific impacts, risks and opportunities and we speak with supply chain partners to understand and identify the most mutually relevant aspects of the charter.





We've also set up workshops and supplier days with relevant themes, such as The Business Case for Sustainability in FM, Energy in Buildings and Tackling Modern Slavery in the FM Sector.

What next?

We will continue to leverage our supply chain partnerships in support of our social value commitments to maximise our joint potential to make a positive impact and build a better world at work. Our national coverage means we can continue to make a significant impact on many local communities.





We will continue to work towards our global goals with practical strategies that enable us to:

- Promote policies to support growing enterprises
- Encourage companies to adopt sustainable practices
- Onboard and work with 6 social enterprises
- Work with our supply chain to combat modern slavery by arranging a further workshop through the Supply Chain Sustainability School and continue to carry out audits on our supply chain should they be deemed high risk
- Work towards adopting leading industry standards and techniques in sustainable procurement and aim to be leaders in this field, by applying the recommended principles and process of the ISO 20400 standard for sustainable procurement and requesting that our key supply partners consider doing the same



Our ‘a better world at work’ key partners

bsi.

BUSINESS IN THE COMMUNITY
The Prince’s Responsible Business Network

ClimateSeed

UK GBC

disability confident COMMITTED

Institute for Collaborative Working

iwfm
Institute of Workplace and Facilities Management

ISO

#ITSOKAYTOTALK

Living Wage Foundation

MACMILLAN CANCER SUPPORT

Norwich age UK

Remploy
Putting ability first

RISING VIBE

SUPPLY CHAIN SUSTAINABILITY SCHOOL

SEE HER THRIVE

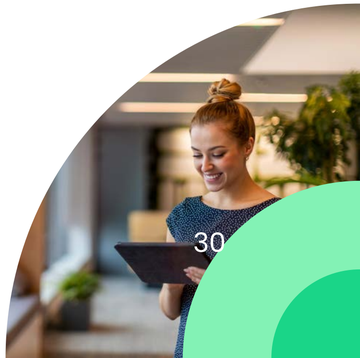
Social Value Portal

SUSTAINABLE DEVELOPMENT GOALS

the white ensign association

WORKS

ZSA



Conclusion

Throughout this report, you will have seen how EMCOR UK has embedded a culture of responsibility across our business, and that we are actively engaged in creating a better world at work by looking after our employees, our customers and our business partners, as well as our local communities and the wider environment.

But we also recognise that we still have much to do and there are many challenges ahead of us. To help us continue to improve, we welcome your feedback.



For more information on EMCOR UK's facilities management services and workplace consultancy

Contact

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responsiblebusiness@emcoruk.com

a better world at work
starts with EMCOR UK



2022 Awards

British Safety Council
International Safety Award with Distinction

International Institute of Risk and Safety Management Wellbeing Strategy Award
Highly Commended

RoSPA Award
Highly Commended in the FM sector

RoSPA Silver Award
in the Defence Sector

RoSPA Gold Award
at the following sites:
Anglian Water
BAE Systems - Air
BAE Systems - Submarines
British Sugar
Department of Health and Social Care DSTL
Thames Water
United Utilities

RoSPA Order of Distinction at AWE

RoSPA Sector Award
for the Water Sector

This Can Happen Awards:
EMCOR UK were awarded Highly Commended in the large company category



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