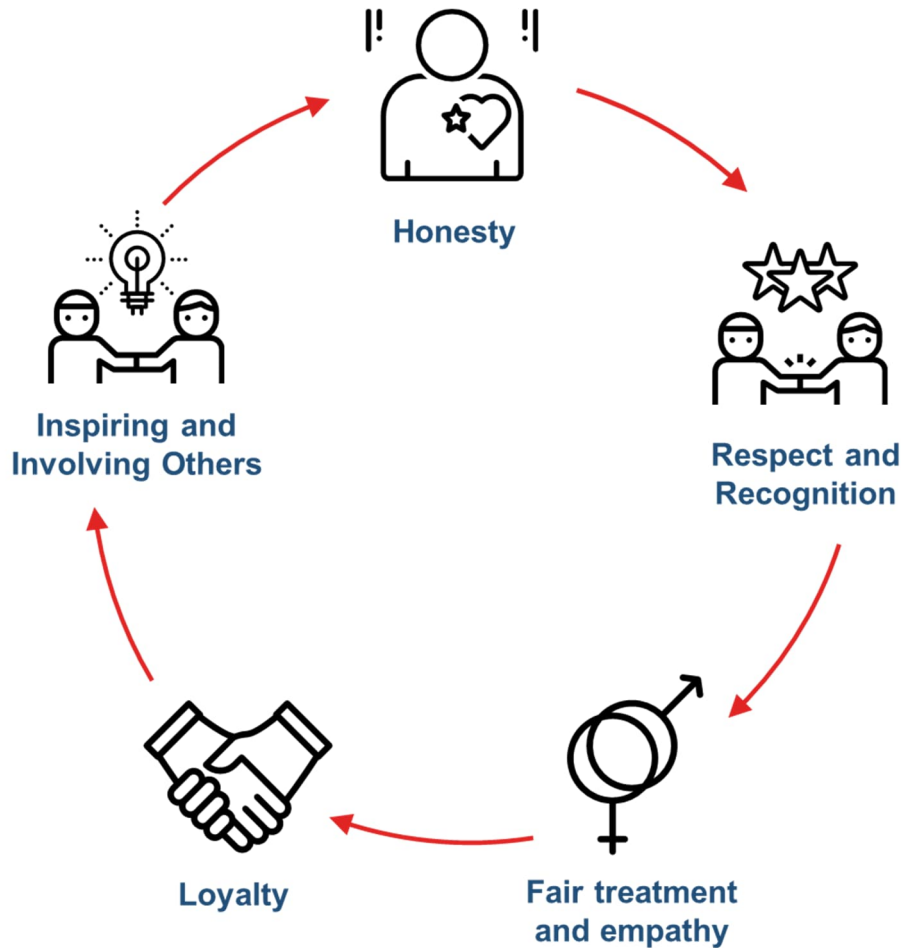


The key values which are at the heart of our company are:



The Family Team is committed to investing in its businesses for the long term and will constantly challenge the status quo of its processes and methodologies in its aspiration to be the best. It considers the application of our values to be paramount in its dealings with each other, with employees, clients and suppliers.

Throughout our Training Academy we also adhere to the British Values as outlined by the Department for Education:



Our 3 key social value areas are:





Staff Retention



93.2%

Staff Retention

- ◆ Life cover - Employees have life cover which is 4x their basic salary on joining
- ◆ Pension - Employees have access to independent financial advice
- ◆ Profit Related Pay paid to employees twice a year
- ◆ Employee Forum - Giving employees the opportunity to put forward their suggestions and ideas, to the business, via their employee representatives
- ◆ Bi-monthly employee “thank you’s” which includes breakfasts and lunches
- ◆ Employee Long Service Awards which includes a financial reward
- ◆ Employee Annual Awards, acknowledging employee’s hard work throughout the year
- ◆ Fun Budget - £60 annual allowance per employee to spend on team building activities of their choosing

Employee Wellbeing

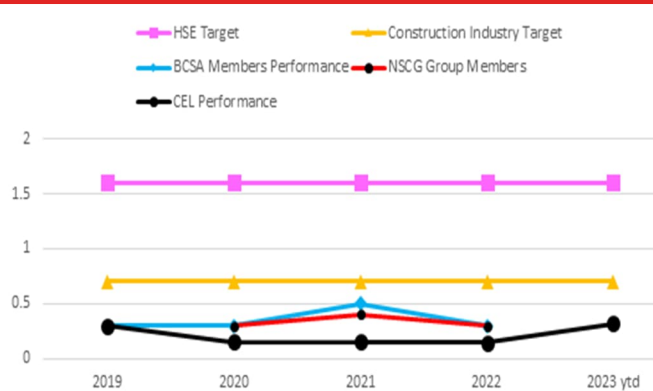


Private Health Care

offered to all employees, including dental, optical, health and physiotherapy support, along with 24 hours a day, 7 days a week access to GP’s and stress support

- ◆ Average Days lost to sickness - 3 (2023), which is below the national average of 7.8 (CIPD)
- ◆ 52% of employees had zero absences throughout the year
- ◆ Safeguarding of young and vulnerable adults

Accident Frequency Rate



◆ Our AFR is below authorities body and industry benchmarks

Training and Development



18

Apprentices employed throughout the business

- ◆ Employer Provider - Annually recruiting 5 Apprentices to our in-house Academy, where they study the Metal Fabricator Standard at Level 3
- ◆ We are committed to organic growth by developing our employees
- ◆ 34 employees on professional development programmes
- ◆ Undergraduate placements from local university
- ◆ Providing CPD training sessions on practical Welding and Engineering Best Practices
- ◆ ICE Graduate scheme allowing graduates to train in positions of responsibility
- ◆ Positive feedback contained within the Investors in People and Ofsted Reports





Local community



20

Students facilitated on a 1 week work experience placement

- ◆ Attending local universities careers fair
- ◆ Visiting local schools to support students with interview techniques
- ◆ Sponsorship of local university awards
- ◆ Sponsorship of local agricultural show
- ◆ Apprentices designed, manufactured and installed steel planters for a local community garden
- ◆ Attending local universities to deliver guest lectures, help judge and present awards to winners of Caunton sponsored awards
- ◆ Helping local councils with events and projects that benefit the local community

Charity



Donations made throughout the year

- ◆ Macmillan coffee morning held annually
- ◆ Annual Christmas Jumper Day in support of Save the Children
- ◆ Donations made throughout the year to Amazon Breast Cancer Support
- ◆ Support Client community initiatives

Local Employees



96%

of our employees live within 30 miles of our NG16 3SU main offices and production facilities

Local Businesses



£10.3 million spent with local businesses located within the NG and DE Postcode areas

- ◆ We actively promote collaborative working relationships with our supply chain partners, with a focus on continuous improvement, shared learning and development

Retired Employees



Ironsiders
'A group formed of retired, former employees'

- ◆ Company updates via a periodic newsletter
- ◆ Invitation to charitable events
- ◆ Invitation to annual dinner
- ◆ Invitation to Christmas events

Building Safety



Building Safety Act

- ◆ We embrace the Building Safety Act, ensuring 'Golden Thread' information is made available during the various stages of the design and construction, to enable the built asset to be managed safely





Sustainability and Net Zero



Gold standard on BCSA Steel Construction Sustainability Charter

- ◆ Carbon C02e Roadmap
- ◆ In-house design and engineering expertise to develop 'optimal' designs with a focus on minimising steel tonnage and maximising steel member efficiencies
- ◆ Low carbon principles embedded throughout our business
- ◆ Experience delivering Net Zero Projects
- ◆ Sustainability awareness and learning with Clients, Consultants and Supply Chain Partners
- ◆ Investment in Green technology

Digital Technologies



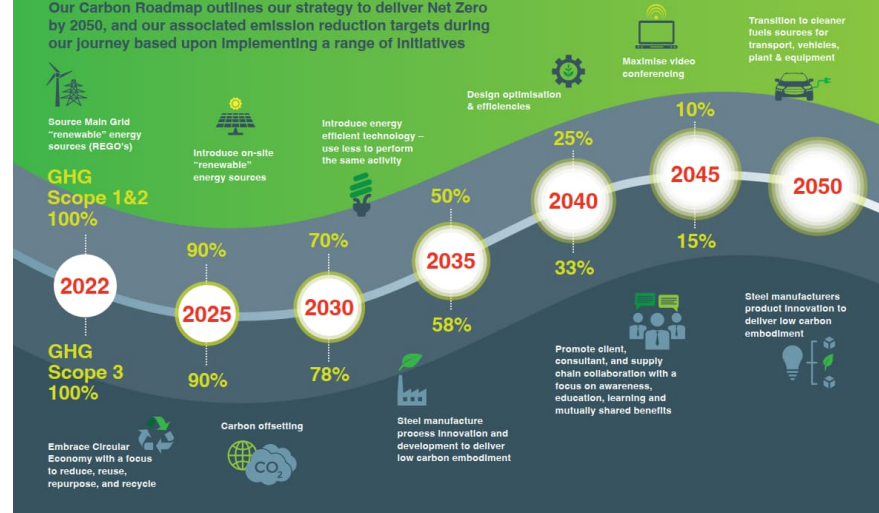
Minimising all forms of waste, and maximising efficiency through our project models data that is routed to our fabrication facilities CNC machinery

- ◆ We utilise a variety of digital technologies including BIM
- ◆ We use BIM Level 2 throughout the design and design workshops, to enable data to be exported and imported to promote collaboration, information sharing, co-ordination and buildability

Caunton Net Zero Roadmap

Carbon Roadmap - our journey to Net Zero 2050

Our Carbon Roadmap outlines our strategy to deliver Net Zero by 2050, and our associated emission reduction targets during our journey based upon implementing a range of Initiatives



The Greenhouse Gas (GHG) Protocol classifies and defines Scopes 1, 2, and 3



Modern Methods of Construction



Mitigate transport movements reducing the impact on the environment

- ◆ Utilising our in-house steelwork fabrication facilities in conjunction with our DFMA processes, maximises the merits of off-site manufacture and pre-assembly
- ◆ Quality optimised within our controlled fabrication facilities environment
- ◆ Output and resource efficiency maximised
- ◆ On-site labour activity reduced
- ◆ Embodied Carbon C02e emissions reduced

