

# Environmental & Sustainability Report 2022

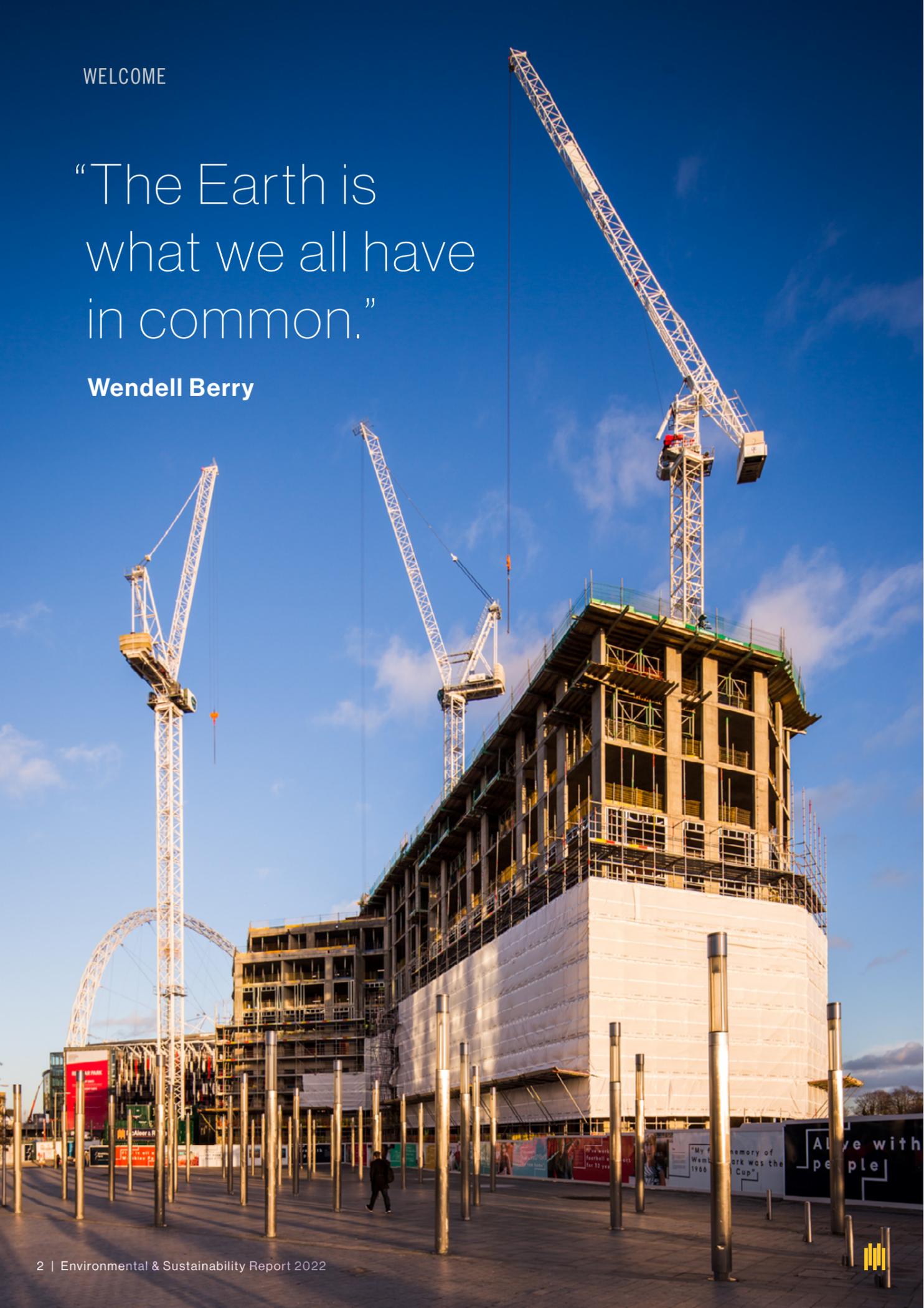


Our comprehensive approach to tackling carbon emissions and addressing the global warming crisis.

 **McAleer & Rushe**

“The Earth is what we all have in common.”

Wendell Berry



# Welcome



As a company, we are proud of our Sustainability achievements in 2021 and this report highlights the impressive efforts made by our entire management teams to protect and enhance the environment and to leave a positive and lasting legacy within the local communities in which we operate. In 2022 we aim to further establish Sustainability at the forefront of how we operate as a business.

We have reviewed our Carbon Reduction Strategy for the business and within this report, set out our Net Zero Carbon pathway with a Science Based Targets approach. In 2021 we rolled out our initial phases of Climate Literacy Training for Senior Management and implemented several successful carbon reduction initiatives. In terms of waste, we continue to focus on elimination practices and diverted 98% of all Construction waste from landfill site.

Covid-19 has had a lasting impact on the health and wellbeing of everyone and supporting our employee’s mental health has never been more important to us. We continue to roll out Mental Health First Aid training with a further 45 staff members trained in 2021, bringing the total number to 75 and representing 20% of our workforce.

We have also extended our range of employee support structures following an in-depth survey and made improvements to our graduate and professional training programmes.

We are fully committed to achieving our ESG targets for 2022 and beyond to support the transition to a low carbon economy.

*Martin Magee*

MARTIN MAGEE  
Managing Director



# NET ZERO CARBON STRATEGY

Across the construction sector there is an urgency to stimulate change, to drive down carbon emissions and ensure a healthy environment for future generations to come.

This is centred around the premise of reaching Net Zero carbon emissions by 2050 and the need to deliver on the Paris Agreement target to limit global warming to 1.5 °C.



## Whole Life Carbon

At McAleer & Rushe we realise the importance of undertaking Whole Life Carbon Assessments to deliver wholly sustainable buildings that align to the principles of net zero, and not only exceed our clients' expectations but futureproof buildings operating at net zero carbon by 2050.

By taking a whole life carbon approach, collaborating across the value chain, and using independently verified EPDs, we are constantly improving the performance of the buildings we deliver.

In this regard, we adhere to the UK Green Building Councils (UKGBC) guidance, focusing on low energy use, low carbon supply, zero carbon balance, embodied carbon, and measurement and verification.

We have a number of projects registered under the BREEAM 2018 assessment method and our Design Team, Project Managers and BREEAM assessors are certified in the new criteria.

Through the OneClick LCA tool we undertake a materials options appraisal, examining the Environmental Product Declarations (EPD) of available materials and products during the concept design stage right through to handover.

Through the BREEAM assessment we aim to maximise sustainable materials and work with our supply chain partners to combat climate change by reducing the carbon emissions associated with constructing and operating buildings.

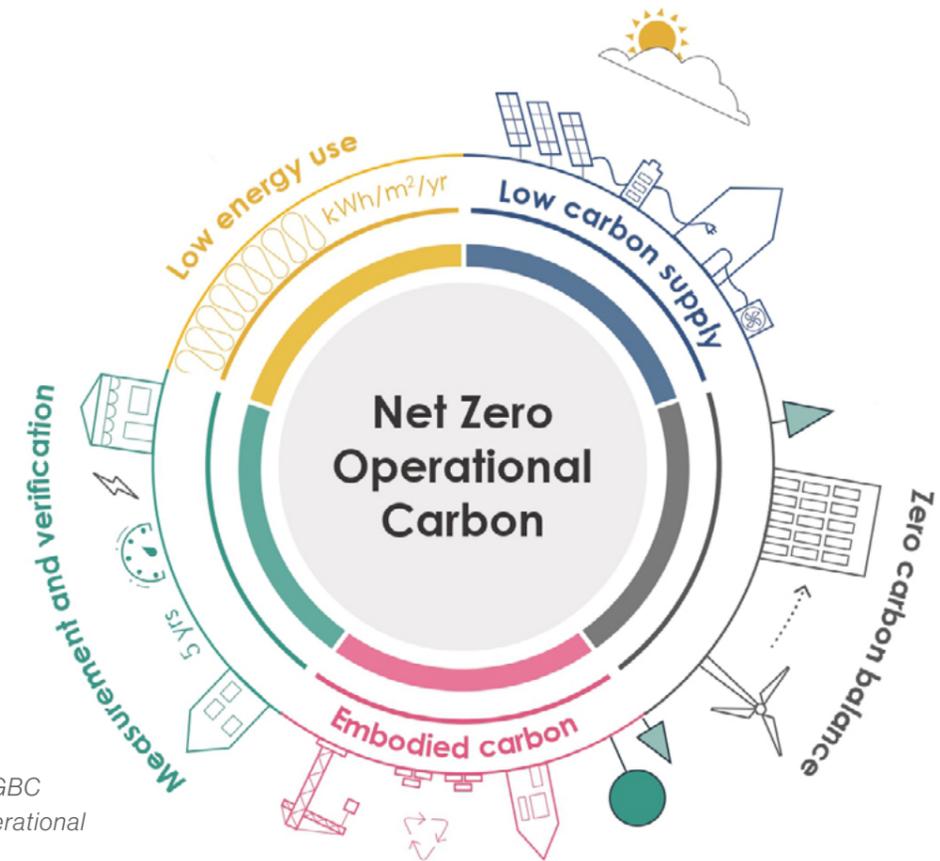


Figure 3: UKGBC Net Zero Operational Carbon



# Our Carbon Reduction Strategy

At McAleer & Rushe we understand that to enact meaningful change, the construction industry must accelerate decarbonisation efforts. That is why we advocate a company wide commitment to carbon reduction and the delivery of best practice in line with government policy.

We have established our carbon emissions baseline based on our 2019 data set and have been refining this each year in accordance with the principles of the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard and ENCORD Construction CO2 Measurement Protocol.

By taking an operational control approach, we strive to account for 100% of emissions, ensuring complete transparency and have further verified our emissions through the Science Based Targets Initiative (SBTi).

Our baseline carbon emissions totalled 7889.64 tCO2e in 2019 and in 2021 we reduced our carbon emissions to 7505.61 tCO2e. When comparing this to turnover, in 2019 we produced 23.2 tCO2e per £1 million of turnover and in 2021 reduced this to 18.53 tCO2e per £1 million of turnover. Representing a 20.14% reduction in carbon emissions intensity. In 2021 we saw an increase in our Scope 1 and Scope 2 carbon emissions, however, this was due to increased business activity in the UK and Ireland.

It is anticipated that Scope 1 & 2 carbon emissions will increase in 2022 due to continued growth, however, by being proactive, implementing a balanced approach and aligning to SBT we hope to achieve our net zero ambitions, which is to reduce our carbon emissions by 50% before 2030 and reach net zero emissions by 2045.

We recognise that our Scope 3 indirect carbon emissions present the most significant challenges ahead and therefore we will work closely with our supply chain partners to reduce carbon emissions arising as a result of our operational activity.

In light of this this endeavour, we will be collaborating with the Construction Leadership Council through the Co2nstructZero Performance Framework.

Since 2019, we have voluntarily reported Scope 3 carbon emissions arising from waste, material deliveries, water usage, flights and hotel stays, and our focus for the next financial year (2022/23) is to identify opportunities to reduce carbon emissions arising from:

- Purchased materials (concrete, steel, timber, aggregates) embodied carbon.
- Subcontractor energy usage at a project level.
- Staff transport.

Baseline Year 2019	
Emissions	Total (tCO2e)
Scope 1	1254.51
Scope 2	1000.13
Scope 3	5635.1
Total	7889.64
tCO2e/£1m	23.2

Reporting Year 2021	
Emissions	Total (tCO2e)
Scope 1	1772.09
Scope 2	1122.58
Scope 3	4610.94
Total	7505.61
tCO2e/£1m	18.53

# Climate Emergency Training

To achieve our net zero ambitions, we are making data driven decisions that are based on the recommendations of the UK's Sixth Carbon Budget and continue to focus on improvements to energy efficiency, material substitution and the uptake of renewable energy technologies.

We will strive to implement a reduction first approach to decarbonisation efforts, however, where we are unable to reduce emissions, we will continue to work with our supply chain partners to invest in local carbon offsetting measures that align with the principles of the United Nations Sustainable Development Goals.

At McAleer & Rushe, we realise the importance of implementing a reduction first policy, prioritising actual reductions and energy efficiency measures. In this regard, carbon offsetting will only be utilised when all carbon reduction strategies have been suitably exhausted. As well as working closely with industry experts to maximise sustainability throughout the design and

final construction, we actively promote knowledge sharing within the construction industry.

We are currently in the process of supporting embodied carbon research projects through Queens University Belfast. Our environmental management team promote awareness via internal environmental campaigns, the most recent campaign focusing on carbon reduction strategies and COP26.



Also, in November 2021, we delivered Climate Emergency Training in partnership with Keep Scotland Beautiful to our senior management team, to ensure we are actively working towards net zero targets now and in the future.



# Energy Efficiency

Greater levels of energy efficiency are achievable through pragmatic solutions, epitomized by the motto 'be lean and use less energy'. We aim to improve energy efficiency across our projects by:

- Incorporate climate change adaption measures within the design such as, improved fabric performance, air tightness, and sustainable glazing strategy, including solar design.
- Installing a mains electricity grid connection on-site as early as possible upon contract award, reducing the need for on-site power generation by way of diesel generators.
- Availing of hybrid diesel generators fitted with a battery bank for meeting off-peak electricity demand.
- Installing Eco-Cabins to meet site welfare requirements.
- Using modern Non-Road Mobile Machinery (NRMM) that complies with Local Authority requirements for the Low Emission Zones (LEZ) where works are being undertaken.
- Upgrading hoarding lights to LED and procurement of Eco-Cabins for site welfare facilities.
- Installing kill switches to regulate energy consumption and avoid the possibility of unnecessary lighting, appliances etc. being left on.
- Using battery powered plant & machinery in place of those fitted with an internal combustion engine.

# Fuel Switching

In October 2021, we saw our first delivery of Hydrogenated Vegetable Oil (HVO) biofuel arrive at the Smugglers Way project in Wandsworth, London. We also piloted HVO on our Canada Water Plot K1 project.

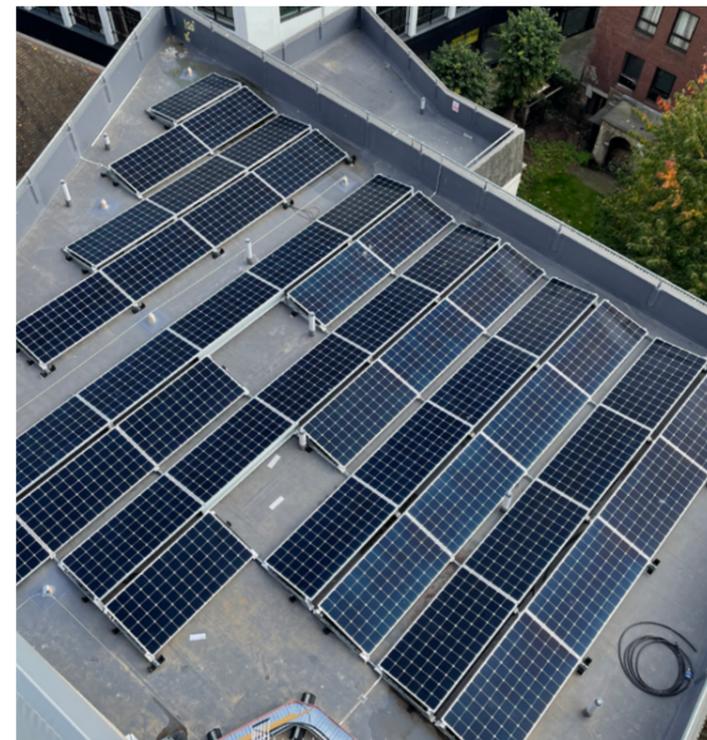
Fuel switching from traditional diesel to HVO biofuel will offer **carbon savings of 90%** and over a 20 week period there will be a projected carbon

saving of 512 tCO<sub>2</sub>e. Going forward we will review the use of HVO biofuel and aim to use where it is commercially viable and supply is available.

The targeted approach will focus on projects where a grid connection is not possible and where significant diesel use occurs, in turn reducing our Scope 1 carbon emissions.



# Renewable Energy Technology



Through our projects we aim to maximise the use of renewable energy technologies.

We are currently undertaking several projects where renewable energy technologies are being installed. For example, at the Clayton Hotel Bristol project we have installed a **20kW Photovoltaic (PV) array**.

The benefits of which include achieving a **23% reduction in carbon emissions** below residual emissions, as well as reducing dependency on the mains grid, increased security of energy supply, and additional revenue through the resale of electricity back to the grid.

In 2022, we will be looking to switchover our offices and key sites to a REGO backed renewable energy tariff, which will ensure we are on track to achieve our science based targets.

Left: Clayton Hotel Bristol, Solar PV Array





# Transport

At our Head Offices in Cookstown, we have installed **11 Electric Vehicle (EV) charging points** to encourage the uptake of electric vehicle with both staff and also to provide charging points for visitors to our Head Office.

Following on from the **15% reduction in business miles in 2021**, we will be aiming to continue to actively promote video conferencing throughout the business by utilising Microsoft Teams in place of meeting in person, in turn reducing the number of flights and miles travelled.

Across our sites we utilise the Datascope system to monitor and report on material deliveries and staff travel.

This allows us to manage deliveries to avoid peak travel times, reduce vehicle idling and understand staff travel patterns to make informed decisions regarding green travel options. Furthermore,

within the Datascope software we are able to report on indirect carbon emissions associated with material deliveries and staff travel.

At McAlee & Rushe we realise the importance of reducing transport related emissions, as such we participate in the Cycle to Work scheme and promote green travel measures such as active travel, public transport and car-pooling in place of single occupancy car journeys.



## Monitoring Performance

Through our **ISO 14001** accredited Environmental Management system, we will continue to monitor performance across our projects and office locations.

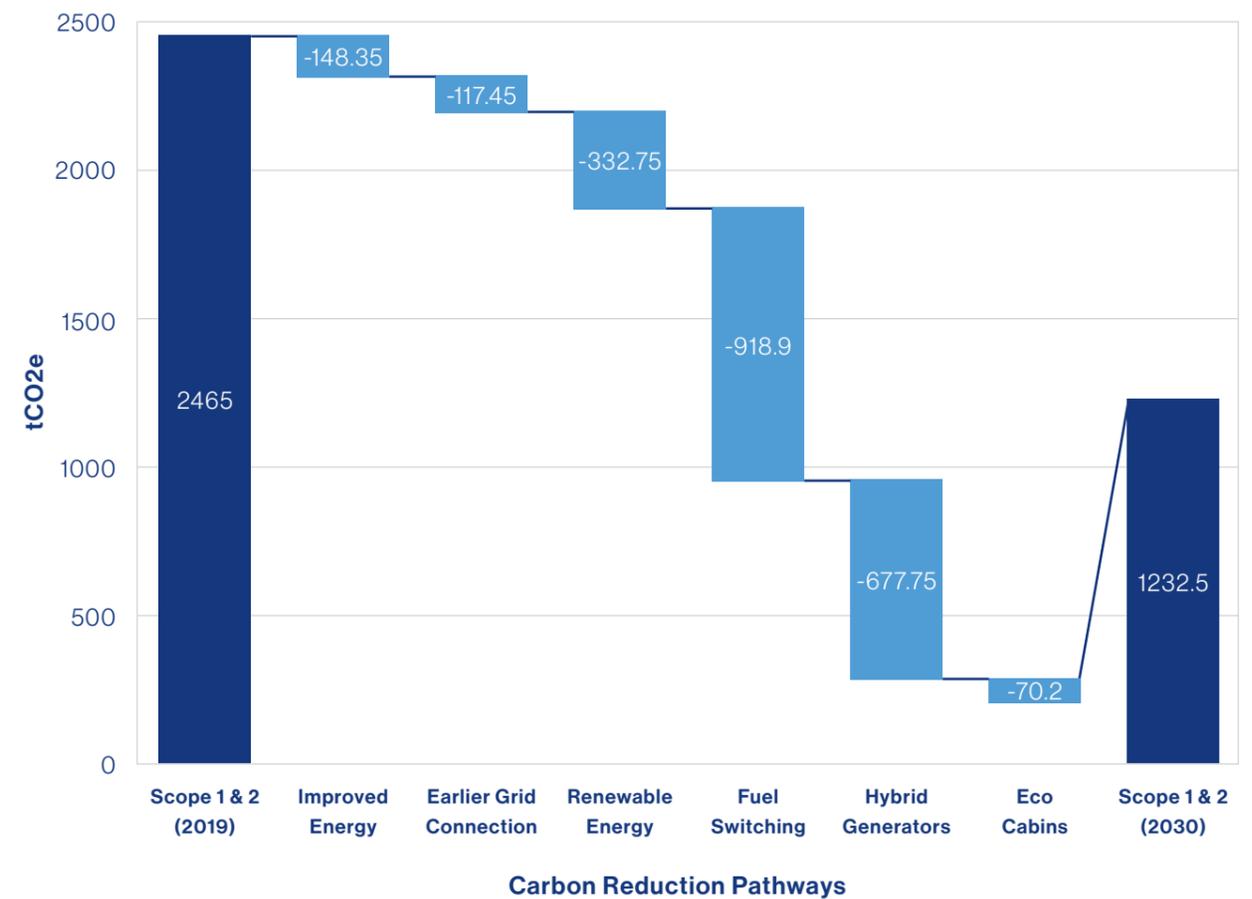
We also utilise the BRE approved SmartWaste tool for carbon reporting across all our projects and office locations. This allows us to examine and compare carbon data against the business and project specific KPIs and rectify issues of non-compliance in a timely manner.

## Carbon Reduction Pathways

McAlee & Rushe are taking a balanced and science based approach to reducing our carbon emissions.

In the first instance, efforts will focus on targeting our significant emission contributions for Scope 1 & 2 by implementing pragmatic solutions, as highlighted in the proposed emission reduction pathways illustrated below.

### Carbon Reduction Pathways



# Our 2022 Net Zero Targets

McAleeer & Rushe is committed to achieving net zero emissions by 2045. To achieve our net zero ambitions, we have set the following targets for 2022.

Carbon Reduction Measures		Action	Target Date
1	Fuel Switching	Commence roll out of HVO biofuel on one trial site, with further uptake across our portfolio of projects in 2022.	2021
2	Set Science Based Targets	Sign up to the Science Based Targets initiative (SBTi) and set targets in line with limiting global warming to 1.5 °C.	2022
3	Switching to renewable energy tariffs	Changing to a REGO backed renewable tariff at all of our office locations and select number of development sites.	2022
4	Expanding our Scope 3 emissions reporting	Working with our supply chain and subcontractors to limit indirect emissions.	2022
5	Net Zero Training	Collaborate with Keep Scotland Beautiful to roll out Climate Emergency training to all project teams.	2022
6	Sustainable supply chain workshops	Review carbon reduction opportunities from the supply chain.	2022
7	Staff Survey	Issue a staff survey to understand travel patterns to and from their place of work.	2022

# Our Carbon Timeline

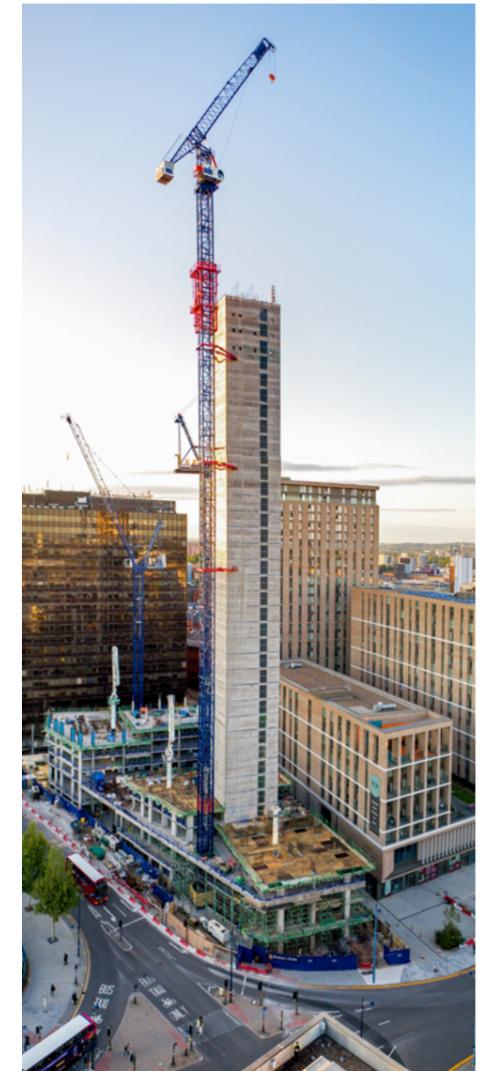


2022 2030 2035 2040 2045  
 Net Zero Carbon Emissions

## Steps We Are Taking Right Now (2022 to 2025)

- Carbon Offsetting (Flights)
- Fuel Switching
- Set Science Based Targets
- Switch to Green Tariff
- Expand Scope 3
- Net Zero Training
- Supply Chain Workshops
- Staff Survey

2022 pilot schemes for fuel switching and green tariff. Fully implemented by 2025.





# BIODIVERSITY INITIATIVES

It is well documented that the UK's native wildlife has been in serious decline for the last 50 years.

Over 500 species of animals and plants have been lost, affecting every group, including birds, mammals, reptiles, insects, and flowering plants.

As such, making a positive change to biodiversity is a key priority in our operations and we are committed to the principles of ecological protection and enhancement.



Our overarching aim is to deliver projects in line with government policy and the objectives of the National Planning Policy Framework.

This is achieved by ensuring existing habitats are protected throughout the construction programme, implementing the recommendations of experienced Ecologists, and installing robust mitigation measures to protect sensitive ecological receptors.

Furthermore, where feasible to do so, we aim to deliver net biodiversity gain, contributing to both environmental value and ecological restoration.

## Protecting Biodiversity

Our general strategy on sites where wildlife exists is to undertake a Preliminary Ecological Assessment and desk study to ensure an appropriate assessment has been made of the development site.

Further surveys and consultations are completed as necessary to develop site specific control measures that will mitigate potentially adverse impacts during the construction phase. This information is captured in the project's suite of environmental management plans, which includes the Construction Environmental Management Plan, Environmental Aspect Register and Ecology Protection Plan & Log.

Throughout 2021 we completed construction works on various sensitive sites where precautions had to be taken to protect ecological receptors.

For example, in September 2021, in river works were required at the River Wandle to allow completion of a new outfall connection at the Garratt Mills co-living accommodation project, located in Earlsfield.

Consultations were held with the Environment Agency to agree an appropriate method of works, and a fish rescue completed prior to installation



of the dam ensured there was no harm caused to aquatic species.

The fish rescue effort returned a catch of 15 Roach, 2 common Carp and 5 number of the critically endangered European Eel. All of which were safely returned downstream of the River Wandle.

## Improving Biodiversity

McAlee & Rushe's commitment to net biodiversity gain is currently exemplified at the Cannon Park student accommodation project, located in Coventry. On this project we have implemented robust tree protection measures to ensure surrounding habitats of high ecological value are protected and allowed to flourish.

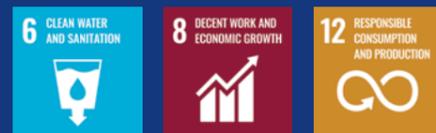
Net biodiversity gain will be provided by way of offsetting measures, such as the installation of 1195 m2 of 'Living Wall'. The planting design not only provides for a dramatic visual impact but creates refuge for nesting, shelter and food for birds and pollinating insects.

In 2022, we will be collaborating with experienced industry experts to identify opportunities across our portfolio of projects in the UK & Ireland to deliver on net biodiversity gain opportunities.



# RESOURCE EFFICIENCY

McAleer & Rushe are progressively becoming more circular by reducing waste, reusing materials and optimising recycling. We monitor and set targets to reduce our water consumption and ensure key construction materials are procured responsibly.



## Eliminating Waste

Our long term goal is for zero avoidable construction waste. This process starts from tender stage, when we work with design teams and clients to consider resource efficient and modern methods of design and construction.

We continually engage with our suppliers to encourage the use of reusable packaging and use closed loop recycling systems. On site, our project teams are trained to follow the waste hierarchy and environmental training workshops are held at critical stages in the project.

Waste minimisation measures are implemented on all projects in accordance with the waste hierarchy to include:

- Completion of a Site Waste Management Plan to predict and plan for waste arisings
- Working with our design team to design out waste where possible through off site manufacturing, size specific items and specification of products with recycled content
- Maximising on site reuse of materials where possible
- Inclusion of takeback schemes within supply chain orders for packaging items
- Pre-cut plasterboard and a takeback scheme to be set up for plasterboard offcuts

**In 2021 we recycled 98.6% of all construction waste.**

- Avoidance of material overordering
- Just in time deliveries and booking in of deliveries through our delivery management system
- On site segregation of waste streams to include hazardous waste streams

In 2021, we held an online training seminar for our Project Managers with our Geotechnical consultants to provide training on Material Management Plans and the Aggregates protocol to promote on site reuse wherever possible.

## Water Use

McAleer & Rushe monitor our water consumption on all of our Construction sites and office locations. This is tracked through the Smartwaste system with analyse of trends and performance charts displayed on all sites.

We have set performance targets on all projects for water usage based upon the project turnover. We implement water saving measures to include water efficiency features installed within our site cabins, rainwater capture and recycling of water on site, implementing commissioning processes that use less water.

## Responsible Procurement

As part of our responsible procurement policy, we aim to ensure that all key Construction materials are sourced from suppliers who have a responsible sourcing accreditation.

This is a key part of our approval process and is tracked to ensure compliance. In 2021 we reviewed our procurement process and have included the requirement for all key Construction products to also have an Environmental Product Declaration Certificate.

# POLLUTION PREVENTION

Our key objective is always to avoid pollution to controlled waters and ensure best practice measures are in place to control noise, dust and vibration.

McAlee & Rushe have a well established Environmental Management System which is accredited to ISO 14001:2015.

The fundamental aim of this system is to prevent pollution, ensuring protection of controlled waters and minimising noise, dust and vibration impacts

throughout the Construction works. We work in accordance with best practice Guidance for Pollution Prevention (GPP's).

Our team of environmental professionals have enabled us to not only control the risks to the environment, but to be proactive and identify opportunities to improve many aspects of environmental performance, for example in minimising nuisance and implementing innovative pollution control



In 2021, we implemented a number of Environmental campaigns and alerts on Nuisance, Carbon reduction and pollution prevention. Our Environmental team held Environmental refresher workshops on key sites and a key focus was improving reporting of Environmental near misses.

As a result, Environmental near misses recorded increased by 47% from 2020. Examples of Pollution Prevention measures implemented on our sites include:

- Project specific pollution prevention plans
- Environmental layout plans highlighting sensitive receptors
- Quarterly spill response drills held on all sites
- Site specific Environmental monitoring strategy to include fixed noise, dust and vibration

## Case Study | Air Quality

In 2021, our Olive Morris House site achieved an 'Excellent' NRMM regulatory compliance outcome. The Non-Road mobile Machinery regulations deliver real health benefit to Londoners, as well as demonstrates the attention paid by staff on site toward neighbourhood air quality.

As a result of this excellent outcome, the auditor then carried out an online training session with all of our London Based sites to provide support for upcoming audits and to ensure they achieve an 'Excellent' outcome.

McAlee & Rushe also featured in the City of Londons NRMM video promoting best practice in relation to improving air quality during Construction works.



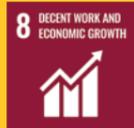
# SOCIAL VALUE IMPACT

We believe in making a positive contribution to society through delivering high-quality buildings, strengthening communities, enriching people, and enhancing the natural environment.

Building strong relationships with local people is central to our success, we strengthen this by being active members of the community through

volunteering, goodwill gestures, and charity donations.

To showcase our commitment to making a difference, we outline some case studies from our sites.



## Sports Team Sponsorship

Our project at Greenwich Millennium Village is located beside the green space which Greenwich Peninsula FC regularly train on. We were very pleased to have been able to sponsor the team and contribute to various new training items such as tops, balls, cones and bibs.

It was fantastic to see the young players enjoying their return to playing football and having fun together as a team. *Photo across.*



## Street Art Competition

At our Everard Printworks redevelopment project, we organised an art competition to create a temporary communal art space as construction works progressed on this historical building in Bristol.

This community arts project involved a fantastic group of local graffiti artists using the arches of the external facade of the building as their canvas and producing a vibrant selection of work for all of Bristol to enjoy.

This engaging initiative has been a great source of pride for the team to appreciate every day and see the arches create conversation and awe from passers-by. The winning entries were taken to high profile locations in central Bristol for permanent display.



### Volunteering Initiatives

We volunteer staff labour and material resources through our project teams at all of our sites. In May 2021 the site team in Loughborough built an outdoor seating area for the nearby Cobden Primary School to be used for story time outside.

This goodwill gesture exemplifies the dedication and care by our teams to enrich the development of the neighbouring community.



### Refurnishment of a School Shed

Members of our site team undertook voluntary work at a local primary school.

This involved helping to clear a shed of rubbish and turn it into a PPE storage facility. This gesture was greatly appreciated by the school and demonstrates our commitment to being a good neighbour.



### Charitable Donations

Our team at North Wharf Gardens in Paddington raised an amazing £3,025 for Marylebone Project, an organisation supporting homeless women.

We were thrilled to present the donation in aid of the incredible services they provide, including long and short term shelter, emotional support and education opportunities.



Across all of our sites, our teams organise several fundraisers throughout the year for various charities in the form of coffee mornings and clothing, toy and food banks.

Our site team at Custom House in Glasgow came together to raise a fantastic £2,000 for Action for Children as part of their Secret Santa campaign to support young people and families across the UK. Their mascot Cosmo even joined the team onsite to spread some Christmas cheer!



At our site in Nottingham, we built a close relationship with a local Primary School throughout construction.

We fundraised £1,400 to help them create a Winter Wonderland experience for their pupils which was featured on BBC News East Midlands BBC News and artwork by the pupils was installed on the site hoarding.



WELCOME

NET ZERO CARBON

ENVIRONMENT

SOCIAL VALUE

WELLBEING





# ENVIRONMENT VOLUNTEERING

As a responsible construction contractor, we feel it is incumbent upon us to engage with our community and lead the way in promoting environmental awareness initiatives. This can be demonstrated through the many activities that we successfully deliver such as:

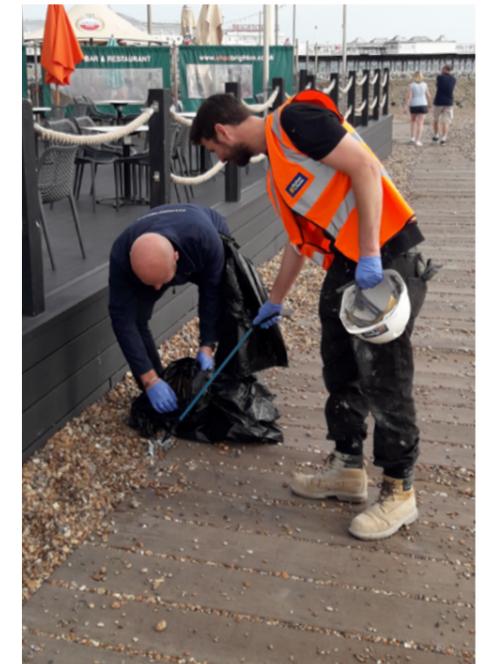
- Sustainability themed site tours to highlight the design and onsite environmental measures.
- Partnering with a local men's shed or community wood enterprise to recycling on-site timber, whilst providing opportunities for the disadvantaged.
- Biodiversity themed initiatives with local primary schools to encourage recycling timber waste.
- Sustainability themed talks within local universities and colleges.
- Offsite planting of trees to offset carbon emissions whilst providing ecological enhancements to the local community.



## Beach Clean

Our Brighton site team carried out a beach clean after the marathon in September 2021. At McAleer & Rushe we recognise the importance of keeping the community clean and safe by helping to tackle the issue of waste.

This volunteering initiative allowed us to raise awareness and educate our staff on the value of protecting marine life and respecting the environment.



## Biodiversity Themed Initiatives

A number of projects in 2021 worked with local Primary Schools to create ecological bug hotels, such as North Wharf Gardens in Paddington and Canada Water in Surrey Quays.

The bug hotels are built using recycled building materials and provides children with opportunities to learn about the natural environment and how they can support it.





# EMPLOYMENT & SKILLS

The ethos of McAleer & Rushe promotes the principal of developing skill sets and providing employment within the communities we work with. Delivering on apprenticeship schemes and placement programmes enables us to facilitate personal growth opportunities.

We aim to promote new entrants into Construction and attend careers fairs to advertise any graduate or work experience opportunities. We offer to provide support to local students and to help ensure they are job ready.



## CIOB Training Partnership

McAleer & Rushe are a proud longstanding member of The Chartered Institute of Building (CIOB) Training Partnership Scheme which helps us create a bespoke accredited development plan for our workforce.

It is important to us to provide our staff opportunities to further their training and learning at various stages in their career, whether as graduates or experienced professionals.

## Local Employment & Apprenticeships

We implement apprenticeship and local employment schemes across all of our sites and in partnership with our supply chain and local Councils, utilise Job Fairs to promote opportunities. The outcomes of our efforts are exemplified below using the SWL project as a case study.

Project	Actual vs (Target) Local Employment	Percentage Against Target	Actual vs (Target) Apprenticeships	Percentage Against Target
SWL Phase 3A	12 (2)	600%	9 (8)	112.50%
SWL Phase 3B	10 (10)	100%	20 (18)	111.11%

## Training & Upskilling

At the outset of employment, we will identify any skills gaps which exist and agree a training strategy with each employee to ensure their potential is maximised and again, help ensure employment sustainability. Examples of accredited project training that McAleer & Rushe typically provide are:

- Manual Handling
- Asbestos awareness
- Harness training
- Cat and genie training

## Graduate & Development Programmes

We place huge importance in empowering and nurturing young people and have one of the best development programme structures within the construction industry.





# CONSIDERATE CONSTRUCTOR SCHEME

All of our projects are signed up to the Considerate Constructor Scheme as a matter of course and we adhere to the code of practice, promoting best practice, innovation and presenting a positive image for the Construction industry.

This is evident in our strong track record of award winning success at the annual CCS Awards and the high-scores received across all of our sites.



All of our sites in 2021 achieved a score above 36 which is the industry average.

The following three sites achieved an Excellent score of 45 in 2021:

- Garratt Mills, London Earlsfield
- Bedford Square, Belfast
- Clayton Hotel, Bristol

We continuously seek to improve our performance demonstrated through our conscious effort to submit to the CCS innovation platform.

**Our company average last year was 42 out of 50.**



*"It has been a pleasure watching the site progress and the team adopting the CCS Code of Practice as a standard and trying to ensure Best Practice at all times, with several of the practices features on the Best Practice Hub."*

**CCS Monitor commenting on the high 45 score achieved at Bedford Square, Belfast.**



# EDUCATION

McAleer & Rushe prioritise links with educational stakeholders and students as a key means to enhancing and sharing our role in the construction industry.

By doing so we encourage the youth think of career pathways and opportunities at the post primary level while in the primary sector we hope to raise awareness of the built environment.

Examples of curriculum support provided on our projects include:

- Safety in Construction talks
- Women in Construction talks
- Construction site visits
- Mock interviews and curriculum support
- STEM ambassador led site tours
- Themed expert talks to include sustainability in construction, project management, architecture and engineering.



## Curriculum Support & Site Tours

We have previously assisted in mock interview days and assisting students with completion of their project dissertations.

We also utilise our engineers who have STEM ambassador training to assist in promoting the Construction industry. We work with the Construction Youth Trust to provide work experience and educational support.

We take great pride in engaging with local secondary schools and universities at all of our sites. For example, at our site in Coventry we recently welcomed a class of Sixth Form students from the Bishop Ullathorne Catholic School for a site visit. The students were given a tour of the site and a workshop discussing pathways into the Construction industry and the different trades working on the project.



## Primary School Engagement

We arrange several educational initiatives throughout the project with local primary schools. This includes Safety in Construction talks using the Ivor Good-site 'KidSafe' initiative with our SHEQ Officer on site. This initiative is always very popular in primary schools and helps us raise awareness of Safety in Construction. Engagement activities also include hosting construction themed colouring competitions to be displayed on site hoarding. *Photo across.*



# INCLUSION, MENTAL HEALTH & WELLBEING

At McAleer & Rushe supporting and respecting the needs of our employees is integral to our business. At the end of 2020, we issued a companywide health and wellbeing questionnaire to provide us with feedback on our employee's key priorities and to allow us to tailor our strategy to meet their needs.

We acknowledge the duty we have to raise awareness of health-related matters and advocate wellbeing initiatives. With this in mind, our management team promote regular mental health training courses throughout the year. These have been very successful in enabling our staff to review their health and wellbeing status.



We pride ourselves on having trained **more than 75 staff members as mental health first aiders (which represents 25% of our entire workforce)** designated to identify and work with operatives who require help and support.

As a company we organise at least six rounds of MHFA training courses throughout the year annually.

These trained staff members are visible to operatives through labelling on their hi-vis jackets and signage displayed prominently throughout the site.

Our site teams participated in a 'Stop Make a Change' campaign in October 2021 highlighting both cancer and suicide awareness matters. As two of the most prevalent illnesses within the construction industry we recognise the need to promote these campaigns in a proactive manner.

As recently as November 2021, McAleer & Rushe provided employee occupational health checks for staff to avail of across all sites in London and Head office.

This initiative had a high uptake with **142 Health checks carried out**, with 19 of those people being referred to their GP for further investigation. By taking this action it ensures our staff have access to preventative medical support across both mental and physical wellbeing.

**92% “I am proud of who I work for.”**

**83% “I am happy working here.”**

The combination of these health and wellbeing engagements backed by professional medical support continue to demonstrate the value we place upon staff in a highly effective and visible way.

As an innovate organisation we are constantly evaluating the effectiveness of our procedures regarding health and wellness through staff feedback to optimise and build upon success.

## Case Study | Mental Health Guest Speakers



The Arbor Hotel site hosted a workshop with guest speakers 'LadsMinds' aimed at raising mental health awareness for our operatives on site. The organisation is set up by people in the trade that have first-hand experience on construction sites.

McAleer & Rushe continue to prioritise cultivating a supportive culture across all sites that combats the stigma surrounding Mental Health.

# Our Commitments

To track the success of our sustainability strategy we have set annual targets with an action plan for implementation as well as ambitious longer term 2030 goals which are aligned with the UN Sustainable Development Goals.

Area	2022 Target	Initiative
 <b>Biodiversity</b>	Achieve at least 10% Biodiversity Net Gain on each site.	<ul style="list-style-type: none"> <li>• CPD session on Biodiversity Net Gain.</li> <li>• All sites to record new species/ habitats created.</li> <li>• Biodiversity Net Gain calculation to be completed for new developments.</li> </ul>
 <b>Carbon</b>	To achieve a 10% reduction on 2021 scope 1 & 2 carbon emissions per £1m Company turnover.	<ul style="list-style-type: none"> <li>• Procurement of earlier grid connections.</li> <li>• Increase the use of renewable energy tariffs and HVO fuels.</li> <li>• Continue to roll out climate emergency training.</li> <li>• Continue to pilot new innovations on sites.</li> <li>• Supplychain Sustainability conference to be held which will include carbon reduction measures.</li> <li>• Improve capture of scope 3 carbon data.</li> </ul>
 <b>Social Value</b>	Continue to monitor and increase social value across all sites.	<ul style="list-style-type: none"> <li>• Create a supplychain social value charter.</li> <li>• Roll out a new social value reporting mechanism on all sites.</li> <li>• All sites to achieve a minimum of 1 educational, 1 community and 1 environmental initiative per quarter.</li> </ul>
	Maintain a considerate constructor scheme average of 42 points.	

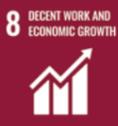
 <b>Waste</b>	10% reduction in Construction waste generated based on 2021 figures per £1m of Company turnover.	<ul style="list-style-type: none"> <li>• Increase the use of Modern Methods of Construction.</li> <li>• Waste reduction initiatives to be implemented for the Top 5 current highest waste streams.</li> <li>• Single use plastics policy to be developed.</li> <li>• Issue a targeted supplychain single use plastic questionnaire.</li> </ul>
	100% of Construction waste diverted from landfill.	<ul style="list-style-type: none"> <li>• Continue to implement onsite segregation where space permits.</li> <li>• Implement a specific waste contractor approval process.</li> </ul>
 <b>Pollution Prevention</b>	Zero major Environmental incidents.	<ul style="list-style-type: none"> <li>• Environmental refresher workshops to be held on sites.</li> <li>• Environmental near miss reporting incentive scheme to be implemented.</li> </ul>
	50% increase on 2021 Environmental near misses reported.	
 <b>Sustainable Procurement</b>	80% of key Construction materials to be responsibly sourced.	<ul style="list-style-type: none"> <li>• Identify gaps in key product groups.</li> <li>• Responsible sourcing training to be implemented on each site.</li> </ul>
	10% (by project spend) of materials sourced from local suppliers.	<ul style="list-style-type: none"> <li>• Attendance at local procurement events.</li> <li>• Each site to formally record local spend.</li> </ul>
 <b>Water Use</b>	Reduce water usage by 5% based on 2021 water consumption per £100k of revenue.	<ul style="list-style-type: none"> <li>• Continue to incorporate water saving devices within our site accommodation and offices.</li> <li>• On site metering and monitoring of water usage.</li> <li>• Rainwater harvesting system to capture and reuse water for dust suppression.</li> <li>• Targeted review of the commissioning and façade cleaning processes.</li> </ul>





Bio-Living Wall installation at site on Paradise Street, Oxford

# Looking Ahead to 2030

Area	Key Performance Indicator	Sustainable Development Goals
<b>Waste</b>	To generate Zero avoidable Construction waste.	 
<b>Biodiversity</b>	To achieve a minimum of 30% Biodiversity net gain on each site.	
<b>Carbon</b>	To reduce our scope 1 & 2 Carbon emissions by 50% from our 2019 baseline year.	   
<b>Water</b>	To achieve a 30% reduction of water usage.	 
<b>Responsible Procurement</b>	100% of key Construction materials to be responsibly sourced.	 
<b>Environmental Incidents</b>	Zero major Environmental incidents.	  





HIGHLIGHTS



20%

Reduction in project related Carbon emissions in 2021 (by turnover).



CONSTRUCTION YOUTH TRUST

### Youth Training

In partnership to deliver educational mentoring.



98.6%

of waste diverted from landfill.



42

Company average CCS score of 42. (CCS Industry average: 36)

# Sustainability Highlights



### HVO

2 projects selected to pilot renewable technologies and HVO fuel.

Carbon Literacy Project



### Carbon Training

delivered to all senior management.



£200k

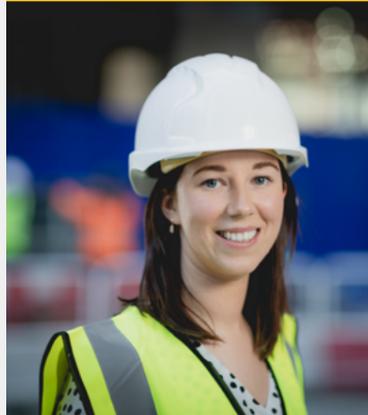
Saved in 2021, through beneficial reuse of soil.



BREEAM®

22

BREEAM ratings submitted.



1.5°

We have aligned our carbon reduction pathway to Science Based Targets.

ConstructZERO  
The Construction Industry's Zero carbon change programme

Accepted as Business Champion for ConstructZero.

## In Closing



The Construction sector has a vital role to contribute in the transition to a low carbon economy.

Our Environment team are extremely passionate about what they do to combat the climate emergency and I am pleased that as a company we are in a strong position to set out our strategic approach to making these tangible changes across our project delivery.

In setting out our Net Zero Carbon pathway based on a Science Based approach, we are making long term investments and changes to how we as a company operate and exemplify our determination to support and work in collaboration with our clients, supply chain and the Construction sector as a whole to contribute to real change.

I'm proud of the impact our teams have made in 2021 to the local communities we operate in and look forward to standardising our approach to our social value impact strategy across all of our projects.

*Charlene Millen*

CHARLENE MILLEN  
Head of Sustainability



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