

# Social Value

## Annual Report | 2024



# Our Commitment & Strategy

As a responsible business, we’re committed to *Empowering Our People, Supporting Our Communities, Protecting the Planet* and *Pursuing Improvement, Always*, as stated in our values.

We acknowledge the impact that our actions have on the world around us. So, for us, creating social value is vital and involves making a conscious effort to positively impact the **people** we work with, the **places** we’re operating in, and through our environmental commitments, the **planet**.

## Our Strategy

Our overall aim as a business is to improve upon the social value, which we create in line with our company values, year on year. To achieve this, we take a proactive approach and actively seek out opportunities to make a positive impact.

To deliver this commitment, we operate three working group - people, places and planet, each with their own specific objectives. These groups meet monthly and are formed of individuals, including senior management, who are passionate and whose roles can make a quick and direct impact on the creation of social value.

- People Group

Creating Safe & Inclusive Workplaces  
Developing Our Staff & Maximising Potential
- Places Group

Building Meaningful Community Partnerships  
Broadening Horizons to Future Talent
- Planet Group

Reporting & Reducing Carbon Emissions  
Embedding Energy Saving Behaviours in Staff

This annual report details what we achieved as a business in 2024.



## What's our strategy?

- Engaging Our **People**
- Supporting Local **Places**
- Protecting The **Planet**



# Corporate Social Responsibility Policy

Gratte Brothers Group Limited, which is inclusive of **Gratte Brothers Limited, Gratte Brothers Security Management Limited, Gratte Brothers Catering Equipment Limited, Gratte Brothers Building Services Maintenance Limited and Gratte Brothers Technical Services Limited**, is aware of the impact its activities have on the lives of others and the places in which it operates and is committed to not only reducing this impact but actively making positive contributions which has long-lasting impacts.

As a family business, relationship building is central to our culture and values, which guide the way we operate as a corporate citizen and as a responsible business, we understand that the quality of those relationships and our delivery is determined by our actions.

To ensure we act as a responsible business, we have developed a Corporate Social Responsibility (CSR) strategy which also incorporates the principles of environmental social governance (ESG). Our ‘People, Places, Planet’ approach highlights our commitment to principles of human rights, environmental protection, fair and ethical business conduct, community engagement.

## People

As a company, we design and implement policies and processes that allow for a fair and collaborative, working environment. Therefore we value the principles of human rights and equal opportunity as well as the right to a living wage.

We recognise the importance of attracting and recruiting the best talent regardless of their background and believe that a diverse workforce only increases our strength.

Our people are individuals with unique aspirations, work styles and employment needs and we endeavour to maintain a working environment which promotes respect, eliminates discrimination, encourages co-operation and provides all of our people with the opportunities needed to reach their potential.

Our people are our most important asset and their physical and mental wellbeing is therefore of primary concern. We recognise the special and significant risks associated with the build environment and also recognise our responsibility for the health and safety of our employees, both physically and mentally and others who may be affected by our work. Safety is the primary consideration in everything that we do at Gratte Brothers and we will always ensure that physical and mental health is never knowingly compromised for reasons of expediency or material gain.

Our co-operative and collaborative approach is also evident in the way in which we approach our clients and suppliers and we conduct our relationships in an open and honest manner in order to build long-term relationships. Our supply chain members are an essential part of our family business and make an important contribution to our reputation for quality so we work with our suppliers in an ethical way to reduce the impact of our joint activities and only work with those who meet our high standards.

## Places

As a responsible corporate citizen, Gratte Brothers recognises its responsibility to the wider communities in which it operates and seeks to add value to those places. We actively review ways in which the company

can play a positive role to support community initiatives, paying particular attention to local and disadvantaged groups.

We volunteer in the local community, provide support for school and employment events and donate time and money to various charities, many of whom we have long-standing relationships with. We also encourage our people to support charitable initiatives through joint enterprise. By doing so, we can deliver positive economic and non-economic impact.

## Planet

Gratte Brothers values the natural environment and recognises its responsibility to monitor and reduce the potential environmental impact of its activities.

As a company, we are committed to setting and obtaining our carbon footprint reduction goals and reducing waste as well as pollution and resource consumption.

Conserving energy, sourcing materials from sustainable sources, reducing deliveries and setting targets for transferring our fleet to electric vehicles are also part of our annually reviewed strategy.

We actively seek out and encourage the use of the latest environmentally-friendly technologies and innovation, such as off-site manufacturing and modern methods of operating to further reduce our environmental impact. As a service provider, we also work in collaboration with both our clients and suppliers to provide sustainable solutions that benefit all parties and most importantly, the planet.



Signed: .....

D Gratte  
Group Managing Director

Section 01

# People, Places, Planet



Engaging Our **People**



# People

## A Year in Numbers

**4,368** hours of staff training completed

**215** hours of work experience provided to young people

**210** hours of management training completed by our leadership teams

**100%** of staff trained on Equality, Diversity & Inclusion

**48** apprentices in training across the Group

**26** mental health training opportunities provided

**8** improved company policies and procedures, in line with employee feedback

As a proud family-owned business, relationships come first and we build these with clients, suppliers and staff alike. Our relationships with these people are rooted in respect and honesty. We believe in the ongoing professional development of our staff, ensuring that they are equipped with the necessary skills, knowledge and confidence to thrive in their roles. We also recognise the importance of mental health and hold space for our employees to openly discuss any issues they may be facing.

### Putting SafetyFirst

One of our most deeply held values at Gratte Brothers is Empowering Our Employees—and when it comes to physical safety, that responsibility sits at the very top of our priorities. We believe every individual has the right to return home safely at the end of each day, and for us, safe workplaces, equipment, and systems are non-negotiable.

To help embed this mindset across our business, we refreshed and relaunched our employee safety initiative at the end of 2024. Previously known as Safety 1st @Gratte, the updated SafetyFirst programme is designed to engage our entire workforce and reinforce our open-door culture.

The initiative includes a range of tools—forums, comment cards, quizzes, and dedicated safety representatives—all of which contribute to sustaining a culture where safety is a shared responsibility. With a new visual identity, a refreshed logo, and the integration of new technologies, the initiative is more accessible and visible than ever.

To ensure every employee understood the renewed focus, we rolled out a comprehensive communications campaign. This included webinars for office-based and remote staff, on-site presentations, and branded merchandise to raise awareness. And to make sure the message truly stuck, we even sent an ice cream van to our sites.

### Implementing Staff Feedback

At Gratte Brothers, we're proud of the culture we've built—but we also recognise that sustaining it requires ongoing effort and genuine engagement with our people. That's why in 2024, we launched

an Employee Benefits Survey to gather feedback on our current offering and identify opportunities for improvement. Those insights directly influenced key decisions, including the renewal of our Agile Working Policy for another 12 months and the introduction of gym membership discounts for all employees.

To complement the launch of these new gym discounts, we introduced our first-ever Active for April initiative. This month-long campaign encouraged everyone at Gratte Brothers to get moving in ways that suited their lifestyles. Activities included a mini golf course, yoga sessions, and a cardio workout—all hosted right in our office—along with 30 days of simple, actionable tips for staying active.

Understanding that our team includes individuals with varied responsibilities—like young families or caregiving roles—we made sure the initiative was relatable. Twice a week, we spotlighted a different colleague who shared their favourite way to stay active, how they fit it into their routine, the fitness level involved, and tips for getting started.

A highlight of the month was our Team Challenge, where employees formed teams and competed to log the most active minutes throughout April. The winning team earned a fully funded active night out of their choice.

Congratulations to our champions, The Sustainable Runner Beans, who celebrated their win at Flight Club in Soho! To maximise the positive impact, the top three teams were invited to choose



"One of our key objectives for 2024 and beyond is to diversify entry points into our industry—sharing opportunities and insights with individuals who may not have access.."

- David Gratte, Group Managing Director

a charity to receive a donation on their behalf, resulting in a total of £1,000 donated to worthy causes.

### Diversifying Pathways

While we're proud of the inclusive culture we've cultivated at Gratte Brothers, we also recognise the importance of making an impact beyond our own walls. One of our key objectives for 2024 was therefore to diversify entry points into our industry—sharing opportunities and insights with individuals who may not have access.

This commitment began with our decision to become an Employer Sponsor of the PlanBEE Apprenticeship Scheme. This innovative two-year higher apprenticeship allows students to combine college study with six four-month placements across a range of built environment employers, including architects and consultants. We're proud to be the only building services contractor involved in the programme this year, and we hope our participation enriches the experience for the apprentices—50% of whom are women—as we aim to inspire the next generation.

Another key milestone in 2024 was a comprehensive review of our Work Experience Policy, resulting in several meaningful changes. To remove barriers to participation, we've introduced expense reimbursements for all placement participants and we have also formalised the process to better reflect real-world experience, including structured applications, interviews, onboarding and offboarding, and individual feedback collection to help us continuously improve.



With a successful pilot complete, we're now ready to expand our work experience offer in 2025, including partnerships with local schools and community organisations to reach an even wider pool of future talent.

As a company, we are also acutely aware of the gender gap that persists within our industry and as an employer, we know that one of the most effective ways we can influence the makeup of our business—and by extension, the industry—is by regularly reviewing and evolving our internal policies to support greater equity.

In 2024, alongside the launch of our new Menopause Policy and updated Equality, Diversity & Inclusion (EDI) Policy, we introduced compulsory EDI training for all employees. This training was designed to deepen understanding of EDI principles and raise awareness of both conscious and unconscious bias in the workplace.

We're proud to share that 100% of our team completed the training and it's also been made a mandatory learning module for all new starters as well as a requirement for successfully completing the probationary period. This ensures that every new member of our team understands our zero-tolerance approach to discrimination and our commitment to creating an inclusive environment from day one.



"Continual professional development is essential, particularly considering the fast changing landscape in our industry. This year, our staff undertook 4,368 hours of training on a variety of courses."

- Tom Delves, HR Manager

## Ensuring Wellbeing

We believe that no one needs to suffer in silence and that everyone has a fundamental right to support. Therefore, we operate two internal groups, a Mental Health Steering Group, made up of staff who are passionate on the topic and a Wellbeing Coordinating Group, formed of senior Directors to ensure that we are continually discussing, designing and implementing initiatives to help raise awareness of the importance of mental health.

In 2024, we launched our internal Reach Out initiative, which is designed to ensure that we're supporting our colleagues with any mental health concerns that they may be experiencing either directly or in relation to a friend, family member or colleague, and to ensure that we're providing an environment where mental health awareness and discussion is commonplace.

In the same year, we recruited a further 12 Mental Health First Aiders (MHFAs) within the business, taking our total number up to 30. Our MHFAs are on hand for confidential conversations and whilst they are not professionals, they are trained, and can act as the first confidential stepping stone, initial conversation or helping hand for those in need of a support network. Our MHFAs meet quarterly to refresh their training and discuss their experiences whilst also considering options for how best to 'spread the word' on the resources that are available to staff, whether that be through our Employee Assistance Programme which offers access to advice and trained therapists for a range of concerns or our bespoke Mental Health Roadshow.

We also have a dedicated helpline for those in need of great assistance, which directs callers to one of our internal Mental Health Responders, our Employee Assistance Programme or external support services such as The Samaritans, depending on their preference and individual requirement. All details remain confidential throughout the process and the scheme ensures that individuals reach the professional assistance that they may require, whilst being supported along the way.

## Supporting Development

We believe that the strength of our business lies in the stability of our workforce, the continuity of our teams, and the depth of their experience. That's why we're deeply committed to developing our own talent and creating long-term career pathways.

Our Learning and Development Team plays a key role in sustaining this focus, ensuring we consistently have trainees and apprentices in development. In 2024, we supported 48 apprentices across the Group as they worked toward formal qualifications in diverse fields including data analysis, software development, and operational management.

While gaining qualifications is essential, we also recognise the importance of continuous learning – even for experienced professionals – especially in a rapidly evolving industry. This year alone, our employees completed 4,368 hours of training on a wide range of topics, from Introduction to the Building Safety Act to Site Environmental Awareness.

We also launched a new initiative in 2024: a tailored apprentice swap scheme developed in partnership with our long-standing client, Equinix. The concept was simple but powerful – apprentices from each company would switch roles for two weeks. Ours gained hands-on experience in data centre maintenance, while Equinix apprentices learned about data centre fit-out installations. This rotational experience gave apprentices from both organisations a

broader understanding of the full data centre lifecycle, enhancing their technical skills and expanding their career opportunities.

## Recognising Excellence

Empowering Our Employees is one of our core values, and it reflects our commitment to fostering a workplace that encourages loyalty, engagement, and growth. In 2024, we expanded this commitment by placing an even greater emphasis on recognition.

Each year, we proudly celebrate those who have dedicated 25, 40, or 50 years to the business, as well as those retiring, at our annual awards event. For 2024, we reimagined this tradition and introduced The Excellence Awards – a refreshed event that not only continues to honour long service milestones but also celebrates a broader range of achievements.

As part of this change, we introduced four new award categories: Rising Star, Unsung Hero, Outstanding Contribution, and Group Apprentice of the Year. Each category featured a shortlist of nominees who were put forward by their peers, highlighting the power of colleague recognition.

Additionally, we launched a new initiative – Excellence Rewards – a recognition scheme designed to celebrate everyday excellence. Through this programme, employees demonstrating exceptional commitment and performance receive a £25 voucher as a token of appreciation.





Section 02

# People, Places, Planet



Supporting Local **Places**



# Places

## A Year in Numbers

**£18k** donated to worthy charitable causes

**390** young people engaged

**54** hours of volunteering completed

**35+** charitable causes supported

**7** charity fundraisers delivered

**5** new community-based partnerships formed

Our aim is to positively impact every community that we are part of, so we actively seek out opportunities to use our skills, knowledge and resources to support causes local to the places in which we operate. That support can look different for each of our partners, from financial donations to volunteering activities as well as our services delivered free of charge. This is because our partnerships are built on providing the individual assistance which is most valuable for each so that we provide the biggest impact.

## Our Community Partners

### Food Bank Aid UK

In December 2023, Food Bank Aid, a food and household goods distribution charity for over 30 food banks across North London reached out for assistance with their heating system, which had packed up, leaving their team of over 400 weekly volunteers exposed to unbearable cold working conditions. With their services helping to support over 20,000 people a week, we jumped at the opportunity to assist. Once the system had been found to have exhausted its lifespan, we quickly delivered a workable and free-of-charge solution but seeing firsthand the impact that their work has on our community, left us wanting to do far more. So, in 2024, we made the decision to become a Partner.

Our partnership with Food Bank Aid is comprised of a variety of support mechanisms, including an annual financial donation that helps ensure that their vital services continue, quarterly volunteering days where our staff provide their time and get hands on and on-going complimentary assistance with any building services requirements that they have.

Throughout 2024, we also provided the use of our company van and driver to transport over 500kg of food and household goods (one of the charity's largest weekly deliveries and hardest to coordinate) from the charity's distribution hub to Euston Foodbank, every Tuesday, at no cost.

### Shelter From The Storm

Early in 2024, we learnt about Shelter From The Storm, a charity and shelter offering bed, dinner and breakfast to 36 homeless people every night of the year and funded by donations alone. On our first visit, what was clear was the rate at which the shelter uses hygiene products and other household items,

and with the cost-of-living crisis intensifying the pressure, their ability to provide this is constantly stretched. Therefore, we decided that the easiest and fastest way for us to support this charity was to provide an ongoing donation of hygiene products monthly. Some months this looks like toothbrushes and other months it is hand soap and shampoo, but most importantly the items donated are always what our partner needs most.

### Friends of Survivors Against Domestic Abuse

Having had an office based in Stevenage, Hertfordshire for many decades, it is equally important to us that we support this local community. Less than 10 minutes away from the office is the HQ of Survivors Against Domestic Abuse (SADA), a service supporting women, men, children and young people that have experienced (or are experiencing) domestic violence and abuse. SADA is run by a small but mighty, passionate team whose determination and efforts have helped almost 2,500 people since the service was established in 2022.

To support their vital work, we provide a monthly supermarket voucher, which allows the service to purchase fresh food, including children's snacks and foods to support dietary restrictions for their residents who often reach them with few belongings and resources.

Another way in which we provided assistance is through the provision of doorbell cameras for 20 of



the service's 34 Safe Space properties, which did not have one. With residents often fleeing abusive and violent circumstances, feeling safe in their own home is a luxury that they have not been afforded so our hope is that by delivering these cameras and pledging to provide a camera for all new properties in the future, will help SADA's residents feel safe.

### Single Homeless Project

With the homelessness crisis impossible to ignore in London, where our HQ is based, we also decided to partner with local charity, Single Homeless Project (SHP) for 2024, in order to do everything we could to support them in their aim of 'helping Londoners to leave homelessness behind, to be seen, to be heard, and to find a place to call home'.

Our partnership kicked off with a Lunch & Learn session hosted by SHP's Volunteer Manager. This insightful event provided our team with a deeper understanding of the homelessness crisis and practical advice on how to support individuals experiencing homelessness in a safe and respectful way. The session inspired a dedicated group of employee volunteers who will take part in quarterly volunteering days throughout 2025 - refurbishing and refreshing communal areas within SHP hostels to create safe, welcoming environments for their residents.

Beyond hands-on support, we're also helping to empower SHP residents on their journey toward independence. Recognising the critical role of employment, our HR team has





collaborated with SHP's employability services to deliver sessions on career pathways into the construction industry. These sessions equip SHP staff with valuable insights they can pass on to their clients—helping to open doors to new opportunities and build long-term independence.

### Haybrook College

With a number of our principal contractor sites based in Slough, Berkshire in 2024, we were motivated to leave a lasting local impact. Therefore, we partnered with Alternative Provision Academy, Haybrook College, to offer a number of educational opportunities.

Our activities included visiting the school to speak with, as well as arranging onsite visits for, college students with an interest in construction. Our partnership allowed these students to experience a live construction site, observe a site health & safety briefing (in order to help them get ready for their CSCS card rests) and speak with a range of individuals such as Project Managers, Site Managers, Trainees and support function staff in order to understand different career paths

### SEGRO & Learning to Work

Slough Estates Group (SEGRO) is responsible for the trading estate, upon which many of

"We would like to express our deep gratitude to Gratte Brothers. Their continued and consistent upkeep of resources for our service users is invaluable and helps families and individuals to take the step to be free from abuse. It also gives us the opportunity to offer additional security measures to our survivors."

Survivors Against Domestic Abuse

our sites were based in 2024. We worked with their team to deliver school challenge and networking events, aimed at educating local school children, from diverse educational backgrounds on the construction industry.

The networking events provided students with the invaluable opportunity to listen to local industry experts, ask questions and practice their networking skills. Students were encouraged to prepare and ask questions of our volunteers in a fast-paced environment in order to help them build essential soft skills, required in the workplace.

Challenge events, were attended by particular year groups of students who were set the task to design a new building for Slough Trading estate, taking into account the commercial, sustainability, design and planning requirements for the building. Our volunteers mentored a number of groups, and then judged the final presentations to choose a winner.

### Charitable Fundraisers

#### 12th Annual Big Curry Lunch

The annual Worshipful Company of Security Professionals' Big Curry Lunch was sponsored and hosted for the twelfth time by Gratte Brothers this year in aid of ABF The Soldiers' Charity on the 18th July. The lunch was provided by the fantastic catering team at our head office for over 100 guests and was a great success. Most importantly, over £2,000 was raised to help this charity provide a lifetime of support to soldiers, veterans and their immediate families.

#### and The Star Baker is....

Coffee Mornings were held in September at our Belfast, London, Stevenage, and Warrington

offices as well as one of our key project sites in support of Macmillan Cancer Support. This annual event is much awaited at Gratte Brothers and provides all of us with the opportunity to socialise with colleagues over coffee and some sweet treats. The offer of Star Baker prizes encouraged the inner baker in many of our staff as did the circulation of a Coffee Morning-inspired Quiz. As a result of our efforts, we were able to donate over £1,750 to Macmillan.

### The Great Festive Raffle

Every year, our fantastic supply chain partners donate prizes for our festive raffle to help us raise money for a cause close to our hearts. The Company purchases a ticket (and therefore donates) on behalf of all our staff who also have the option of buying additional tickets to increase their chances. This year, we raised an incredible £4,000 and chose to split the proceeds equally between two of our community partners, Single Homeless Project and Survivors Against Domestic Abuse, having seen firsthand the impact that these funds would have.

### A Little Bit of Magic

In 2024, we once again sponsored a taxi in

the Hackney Carriage Drivers Magical Tour, an annual event which involves a convoy of licensed taxi drivers taking over 200 children who suffer from a range of chronic debilitating illnesses and life limiting conditions, on a fully funded, three-day trip of a lifetime to Disney® Paris. It's truly magical!

### Make the World Better with a Sweater

Christmas Jumper Day came to Gratte Brothers on 8th December 2024, ensuring that we all dressed to impress in our best festive wear, in aid of Save the Children. We promised as a business to match every £2 donation we received and as a result, we donated a fantastic £860 to this fantastic cause, which does so much to make sure children keep safe, healthy and learning.

### Wrap Up Winter Collection

In December, we also shared festive warmth with our local communities through our annual Winter Community Collection. The initiative aimed to gather essential goods such as scarves, hats, and jumpers to support some incredibly worthy causes. To ensure that all our local communities were supported, we also made a financial donation to 7 charitable causes, local to our office and site locations.





Section 03

# People, Places, Planet



Protecting The Planet



# Planet

## A Year in Numbers

98%

of waste from our principal contractor sites is diverted from landfill (recycled or recovered)

95

suppliers and sub-contractors completed our Net Zero Survey

40%

of our vehicles are now hybrid, PHEVs or electric

3

biodiversity projects delivered at our main office locations

1

Gratte Green Committee established to improve environmental behaviours

1

new online COSHH system implemented to manage sub-contractor COSHH assessments

As a business, we are focused on the future and committed to doing our part in Protecting the Planet. We take sustainability seriously and our approach is rooted in setting realistic targets based on meticulously measured data from our partnership with carbon calculation platform, Normative. We take a comprehensive approach, considering our scope 1, 2, and 3 emissions to give us a full picture of our carbon footprint. Regular reviews of our processes, products, and vehicle fleet both on-site and in our offices help us to identify areas where we can make improvements in the most environmentally friendly ways possible. By continually measuring and evaluating our environmental impact, we are able to stay accountable to our sustainability goals and work towards reducing our carbon footprint while contributing to a more sustainable future for all.

### On-Site Sustainability Partnerships

In 2024, we established two new partnerships to help reduce waste and single-use products that can result from our on-site activities. The first partnership formed was with Avena, a company which now collects all end-of-life workwear and PPE across our sites and then recycles the materials into new workwear or construction materials.

The second partnership established was with Protec, who collects and re-manufactures all of our waste wall and floor protection materials and is now the exclusive provider for our sites, ensuring a circular, closed-loop system.

We also continued our work with Community Wood Recycling, who removes all of the pallets from our sites. Every year, they collect many thousands of tonnes of wood waste with the aim to ensure that it is all reused or recycled in the most environmentally beneficial way possible. Reducing its environment impact to an absolute minimum is key as is helping to conserve this important natural resource. This year, we rescued 68.5 tonnes and saved 34 tonnes of CO2 at the same time!

### Changes in our Fleet

In 2024, we continued our plans for further reducing the carbon emissions of our fleet, having set ourselves the target of having 35% of our fleet be

hybrid or electric by 2026. In our 2023 social value report, we reported that 27% of our vehicles were either hybrid, PHEVs (plug-in hybrid electric vehicles), A year later, we are now delighted to have increased that percentage to 40%, surpassing both our annual and three-year goals.

### Improving Biodiversity

To support our aim to improve biodiversity - the variability of life - in the areas surrounding our offices, we delivered three projects at our main business locations in 2024. Our Warrington Office installed new insect houses or 'AirBeenBees' as we have named them, our Stevenage Office selected a herb garden and wildlife planter and at our head office, we have developed signs with bespoke QR codes that allow interested staff to gain further information on the species that they may see going past them along the canal whilst on their lunch break as well as the opportunity to report on the species that they have spotted.

### Improving Environmental Behaviours

Whilst our Sustainability Team is dedicated to achieving the Company's goals and is active across our operations, they can't be everywhere all the time, so we know it's vital that we educate our workforce on positive



"Our great holistic commitment to sustainability focuses on key areas including waste, biodiversity and emissions. We are looking ahead with positivity regarding our net zero journey, and are excited to collaborate industry-wide to drive positive change"

- Alice Kilner, Group Environmental Advisor

environmental behaviour so that they act as champions for our sustainability goals, everyday. Therefore, in 2024, the Gratte Green Committee (GGC) was created!

The GGC is formed of 12 volunteer members with representation from across offices, sites as well as the Group's operating companies, and meets quarterly to discuss and implement initiatives and activities, which are designed to educate our workforce on matters of sustainability and methods for improving environmental behaviours.

The committee's first step was to deliver what will now be an annual awareness month in July, and will be known as 'Grattes Goes Green'. This year's content focused on debunking common sustainability myths and quick tips for living a more sustainable life, whilst also providing a reminder to our people on our Journey to Net Zero as well as the opportunity for all our people to calculate their own carbon footprint.

### Engaging our Supply Chain

With 97% of our carbon footprint attributed to our supply chain (scope 3 emissions), we know that the only way to achieve our net zero goals across all three scopes is to engage and educate our partners. In our 2023 report, we mentioned that we had issued out our new Net Zero Survey to the first 100 companies in our supply chain to ascertain where each of them are on their net zero journey. We are delighted to have since engaged with 95 of those suppliers and sub-contractors. Now that we understand where they are on their journey, we can help set action plans, where required, so that we can make positive progress together.



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