

Gratte Brothers 2025 Environmental Report

V01

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Executive Summary

In 2025, Gratte Brothers strengthened its environmental performance across the business, demonstrating clear progress toward long-term net-zero ambitions, improved operational practices, and greater organisational engagement in sustainability. The Environmental Team expanded its presence across project sites and offices, enabling more proactive support, improved compliance, and earlier identification of opportunities for innovation and collaboration.

Significant progress was made against the Group's Journey to Net Zero, including completion of a fourth full year of carbon footprint data with Normative and independent verification of 2023–2024 emissions to ISO 14064. Scope 1 emissions have reduced by 3.7% against the baseline despite an expanded fleet, and 48% of the fleet now comprises hybrid, PHEV, or electric vehicles—well above the 2026 target. Supplier engagement accelerated, with 100 suppliers engaged and detailed carbon data increasingly requested and supplied, supporting both operational and embodied-carbon requirements on projects.

Across sites, environmental performance continued to improve. A total of 47 environmental inspections were completed—surpassing the 2026 target a year early—with an average score of 89.79%. COSHH management strengthened through improved storage practices, updated assessments, groupwide inventory checks, and a new COSHH Golden Rules guide. Only one environmental near miss was recorded in 2025, with effective response measures implemented immediately.

Circular economy partnerships continued to deliver measurable benefits. Collaboration with Community Wood Recycling, Avena Workwear, Protec, and Greenzone supported reductions in waste, improved material recovery, and increased transparency through enhanced waste reporting. The introduction of a new consolidated waste dashboard and upgraded SWMP template provided clearer insights and more accurate reporting for project teams.

Employee engagement grew significantly through the Gratte Green Committee, which delivered a successful "Gratte Goes Green" awareness month, coordinated biodiversity projects across offices, and completed two environmental volunteering days. Survey insights informed the development of new sustainability training to be rolled out in 2026.

Progress against the HSEQ Strategy continued on track. Landfill diversion rates from principal contractor sites averaged 98%, biodiversity projects were completed at Stevenage and Chelmsford, and environmental awareness topic coverage was broadened through a new monthly campaign.

Looking ahead, Gratte Brothers will focus on deepening supplier engagement to support Scope 3 reductions, improving office recycling performance, expanding embodied-carbon reporting capability, advancing the CSR strategy, and developing a centralised environmental dashboard to enhance visibility and data-driven decision making. The organisation is well-positioned to adapt to emerging sustainability trends—including mandatory reporting requirements, low-carbon materials, and alternative fuels—ensuring continued progress on its net-zero journey and wider environmental objectives.

2025 Key Environmental Wins for Gratte Brothers:

Awards

- GBL-LON02 CCS Award- LON02 won a considerate constructor award at the national site awards. This is a reflection of the 100% score they received at the last visit.
- GBCE- Winner of Distributor of the Year: Corporate Social Responsibility at the Catering Insight awards 2025, for the third year in a row!
- GBBSM- Shortlisted for a 'Positive Climate Action – Towards Net Zero' award at the IWFM awards.

Journey to Net Zero

Data, net zero targets, and reductions projects are described and explained further in the Journey to Net Zero Roadmap (JTNZ) (V05) document (updated annually). This section provides a brief summary of the data and key supplier engagement project.

Data Collection:

This year, we completed the fourth year of data collection with Normative- giving us four years of carbon footprint data across all three scopes. We remain committed to the simple, data driven targets that were set out at the onset of 2023 and have highlighted the projects which would be completed to achieve this. See the JTNZ- V05 document for details.

A summary of the data is below in table 1 (see JTNZ-V05 document for detail and discussion).

	Baseline (2021-2022)	Year 1 (2022-2023)	Year 2 (2023-2024)	Year 3 (2024-2025)
Scope 1 (tCO2e)	674	601	634	649
Scope 2 (tCO2e)	0	394	4	7
Scope 3 (tCO2e)	19,528	30,254	37,018	30,818
Total (tCO2e)	20,202	31,249	37,656	31,474

Supplier Engagement:

- The Normative supplier engagement survey was sent specifically to a total of 100 suppliers and sub-contractors across the group to gather information regarding each companies own net zero journey. This informs scope 3 emissions reductions projects. See the JTNZ -V05 document for more information.
- The supplier engagement survey has also been added to the new supplier questionnaires, allowing data to be collected at this very first point of contact, highlighting the importance of sustainability and data availability from the start.
- Aside from the survey, our second Sustainability Summit was held in November, with representatives from 10 key suppliers from GBBSM attending and discussing the basics of net zero and data collection. This has prompted an influx of operational carbon datasets from suppliers.

- Within GBSM and GBCE specifically, we are seeing detailed client requirements for embodied carbon data to be made available- a request we have to pass onto suppliers. The availability of this information is becoming a commercial benefit.

Verification of Data:

- Group-wide emissions data from the 2023-2024 year has been verified to ISO14064 by Alchemus, giving third party confidence to our data which can be provided to clients going forward.

Partnerships:

- Impact Loop and GCBE:
 - In partnering with Impact Loop, GBCE have been able to request product specific carbon data from over 82 manufacturers, and for over 1600 products. This data will feed into project specific carbon calculations.

COSHH Management

One area of required improvement noted across the group, between environmental and health and safety, has been COSHH Management, on site and within our offices.

COSHH management has continued to strengthen throughout 2025 across all sites and offices. Inspections conducted during the year identified further opportunities to enhance storage and handling practices, particularly on dynamic, fast-paced projects such as Union Park. To reinforce best practice, a COSHH Golden Rules document was circulated to site teams and subcontractors, underscoring our commitment to continuous improvement.

Significant progress was achieved at the Worthing and Chelmsford offices, where comprehensive inventory checks of all COSHH items were completed. Updated COSHH assessments were developed and stored in both the relevant online drives and, where necessary, in paper format. This process replaced outdated documentation, ensuring ongoing compliance and the high standards of employee safety across all our areas of operation.

Community Wood Recycling- CWR

See below summary of Gratté Brothers work with Community Wood Recycling across 2025, and the positive outcomes from this partnership. This partnership will continue into 2026.



Avena Workwear

Avena collect end-of-life workwear and PPE across the group and recycle the material into new workwear or other materials for use in construction. See below for a summary of the savings associated with this partnership throughout 2025.

Month of Collection/s	Annual Report – December 2024 - November 2025
Total number of sacks	81
Sack weight average	8 kg
General Waste route *1	316.83 kg CO2e
Secure Destruction through Avena *2	2.9911 kg CO2e
Estimated carbon emission savings	313.84 kg CO2e

Calculations provided via UK Government GHG Conversion Factors for Company Reporting.

PLEASE NOTE:

*1. For landfill, the factors in the table include collection, transportation and landfill emissions ('gate to grave').

*2. For combustion and recycling, the factors consider transport to an energy recovery or materials reclamation facility only.

*1 & *2 This is in line with GHG Protocol Guidelines, with subsequent emissions attributed to electricity generation or recycled material production respectively.

"Due to variety of origin; waste transferred to Avena ranges in respect of weight, material, quantities etc. We have therefore used averages in these calculations and though provided in good faith; it is the responsibility of the client to satisfy themselves as to the precision of their own data. Avena Environmental Limited accepts no liability for any discrepancies nor accepts claims for damages or compensation."

Another key benefit of this partnership is that all branded PPE and workwear is controlled, preventing end-of-life items being utilized elsewhere without authorization. Gratte Brothers and Avena filmed a joint-marketing promotional video in December 2024, which was released in 2025. See [here](#).

Protec Remanufacturing

Protec collects and re-manufactures all of our waste wall and floor protection materials. We now exclusively purchase the re-manufactured product, ensuring a circular, closed-loop system.

ESOS Reporting

As part of the UK government's Energy Savings Opportunity Scheme (ESOS), Gratte Brothers are required to submit energy use and energy savings data to the Environment Agency every 4 years. During 2025, a progress update was submitted as part of phase 4.

Mandatory Disclosures

- CDP- Climate Disclosure Project: Following the maintenance of an overall score of C, we have also been awarded in the supplier engagement assessment a score of A-, which is credit to all of the ongoing work to engage supply chain with the subject of net zero and carbon emissions.
- Ecovadis- GBSM maintain a 'silver' rating, putting us within the top 15% of respondents.

Site Wins

- **Biogas**- From October 2025 onwards, our offices have switched from a natural gas supply to a biogas supply. Biogas is an environmentally friendly, renewable energy source produced by the breakdown of organic matter such as food scraps and animal waste. The process of producing biogas is largely cyclical and fits into an overall sustainable cycle of managing agricultural waste.
- **Renewable electricity**- All of our offices continue to operate on 100% renewable energy.
- **Electric forklift**- At our Chelmsford facility, we have switched to an electric forklift. With the combination of this and our renewable energy sourcing- this removes emissions from the use of the forklift completely!

CSR- Panet Pillar and Gratte Green Committee (GGC)

Gratte Brothers CSR strategy is divided into three pillars: People, Places and Planet. In order to support the Planet Pillar targets, during 2024, a Gratte Green Committee was set up. This is a group made up of volunteers who have a particular interest in sustainability.

The key wins for the committee throughout 2025 are as follows:

- The committee have met 4 times throughout the year, focusing on running a 'Gratte Goes Green' awareness month throughout July, inclusive of a sustainability survey, and choosing biodiversity projects to be implemented across the offices (see below HSEQ targets section for more information).
- There was excellent engagement with the awareness month, with 212 people completing our sustainability survey. Results can be seen [here](#).
- Training needs as shared during the survey were investigated, with Supply Chain Sustainability School identified as a resource which can meet the majority of these needs. This will be rolled out across the business in 2026.
- Two environmental volunteering days were undertaken- one with the London Wildlife Trust, and one Litter Picking along the canal at one of our sites.

Waste Data Dashboard

In 2025, Greenzone was introduced as the waste management provider across several project sites. This partnership provided a centralised portal and streamlined dashboard, allowing waste data from multiple projects to be consolidated in a single location for easier interpretation and analysis. The transition has also markedly improved the efficiency and accuracy of waste reporting, giving the Environmental Team greater visibility and insight into waste management performance.

The Site Waste Management Plan (SWMP) template was also substantially upgraded from its previous version. The revised template features a clearer, visually attractive layout with embedded instructions and hyperlinks for seamless navigation between tabs. Automated formulas now assist project teams by populating data fields, while new functionalities – including pivot tables, waste minimisation tracking, and an enhanced performance dashboard – deliver real-time, actionable insights into waste management throughout the project.

Environmental Inspections and Audits

In 2025, a total of 48 inspections were carried out across project sites and offices. The most frequently visited sites were Union Park, KAO, and LD10 with 10, 8, and 5 visits respectively. As some projects reach completion, attention is now turning to new sites such as MA5 in Manchester. Overall, the average inspection score was an impressive 89.79%, and a review of individual site scores over time demonstrates a clear upward trend. This reflects strong willingness and cooperation from site teams to engage with implementation actions and opportunities for improvement raised from inspections.

Common findings on inspections relate to COSHH management. These have included the need to install hazardous waste bins, collect overflowing hazardous waste bins, address missing COSHH Assessments, and ensure that COSHH items are stored correctly, either on bunding or in secure cabinets. Such issues are most prominent at larger sites like Union Park and LD10, where the higher volume of COSHH materials and the involvement of both principal contractors and subcontractors make effective COSHH management more complex.

Environmental Incidents

Environmental incidents are any situation where a harmful substance (solid, liquid, or gas) is released (willingly or otherwise) into nature, potentially causing harm to ecosystems, wildlife, and humans. Most commonly, a spill of a hazardous material. Awareness of this will be a focus in 2026, to encourage increased reporting.

In 2025, one environmental near miss was recorded:

- Stevenage- While carrying out a routine daily vehicle check on a van at the Stevenage warehouse site, a small patch of oil was observed beneath the vehicle in the car park area next to the skips. Upon further inspection, it was identified that the engine oil cap was missing, which had led to the oil leak. Immediate action was taken to contain and clean the spill using the on-site spill kit. Two absorbent pads were applied to soak up the oil, after which they were placed in a sealed COSHH bag and disposed of in the designated COSHH waste bin. The vehicle was immediately taken off the road, and a replacement oil cap was sourced and fitted the following day to prevent any recurrence.

HSEQ Targets and KPIs Summary

Environmental targets are recorded within the HSEQ strategy. Progress against targets is reviewed on a six-monthly basis. The below targets were set at the outset of 2024 and run until 2026.

Target 1- Lower the organisations Scope 1 and 2 emissions.

KPI 1- 27% reduction of Scope 1 emissions by 2026 (in line with 50% reduction by 2030). This is in comparison to the baseline year of FY2021-2022, as per the group-wide Journey to Net Zero strategy.

For further information and detailed data, please see the Journey to Net Zero roadmap document (Gratte Brothers Journey to Net Zero V05). The below table shows scope 1 emissions data since the baseline year.

	Scope 1 By Source	FY21-22 (tCO2e)	FY22-23 (tCO2e)	FY23-24 (tCO2e)	FY24-25 (tCO2e)
Source	Diesel	356	288	313	338
	Petrol	227	223	180	127
	Hybrid	20	16	62	91
	PHEV	0	5	8	27
	Electric Vehicle	0	0	0	0
	Natural Gas	71	69	71	66
	Total	674	601	634	649

Overall, there has been a 3.7% reduction in scope 1 emissions since the baseline year. This reduction is despite an overall larger fleet of vehicles, and more mileage driven overall.

This has been driven by fleet upgrades across the group, with fewer emissions coming from petrol and diesel vehicles as we move toward hybrid, PHEV and electric vehicles. See detail in table below. The fleet procurement plan, and introduction of schemes such as salary sacrifice will continue to drive these upgrades, towards the target set in KPI 1.

KPI 2- Fleet to be 35% hybrid or electric by 2026.

	Number of Vehicles				
	March 2022	March 2023	March 2024	October 2024	October 2025
Diesel	55	49	48	49	40
Petrol	44	39	31	30	18
Hybrid	8	14	27	35	39
PHEV	4	5	14	15	13
Electric	1	1	2	2	2
Total	112	108	122	131	112

As of October 2025, 48% of the fleet is either a hybrid, PHEV, or electric vehicle. This marks strong progress from the 40% recorded in 2024, which had already surpassed the 2026 target of 35%.

Target 2- Lower the organisations Scope 3 emissions.**KPI 1- Engage with top 5 suppliers (based on emissions) from each business unit by 2026.**

Throughout 2025, a supplier engagement strategy was implemented. See the Journey to Net Zero (V05) document for further details.

- There was successful engagement of suppliers and sub-contractors across the group, with those top suppliers by spend targeted (over and above the top 5 in each business unit were targeted).
 - Engagement completed by using a survey sent out via the Normative platform to 100 top suppliers, whilst also being part of the new supplier PQQ, and specific meetings and calls where relevant.
 - At the time of writing, the 2025 survey was not yet closed. 36 responses have been received across the group so far. Results and engagement will continue throughout 2026.

Target 3- To improve the levels of recycling leaving Head Office and Principal Contractor Sites**KPI 1- 65% material recycled on average across offices, by 2026.**

Throughout 2025, the following average recycling percentages have been hit:

- London- 100% diverted from landfill. 39% recycled.
- Worthing- 100% diverted from landfill. 19% recycled.
- Chelmsford- 100% diverted from landfill. 54% recycled.
- Warrington- 100% diverted from landfill. 55% recycled.
- Stevenage- 100% diverted from landfill. 50% recycled.

This gives an overall recycling percentage of 43%- while a 3% increase on 2024, this is still falling behind target. It is particularly positive that 100% of material remains diverted from landfill.

Awareness campaigns to encourage proper recycling will continue throughout 2026.

KPI 2- 85% of all waste from principal contractor sites to be diverted from landfill by 2026.

From principal contractor sites throughout 2025, the average 'diverted from landfill' figure is 98%, ahead of target.

Target 4- Improve environmental behaviors of operatives working on Gratte projects

KPI 1- To ensure a minimum of 15 environmental TBTs are undertaken by the end of 2026.

In addition to the environmental toolbox talks conducted on site, an environmental awareness campaign has been launched. This campaign comprises a series of communication pieces covering the following topics- spill prevention and response, sustainability at Christmas, energy efficiency, waste segregation, hazardous waste management, everyday sustainable practices, and company environmental policies.

These topics are delivered as alerts rather than toolbox talks, ensuring they reach all site personnel while maintaining broad company-wide engagement. The first communication has already been issued, with subsequent topics scheduled for monthly release through to April.

Target 5- Inspections and Audits Group-Wide

KPI 1- Undertake 72 environmental inspections on sites by end of 2026.

In 2024, 36 site visits were undertaken.

In 2025, 48 site visits were undertaken. Combined with the 2024 figures, this results in 84 visits overall, surpassing the end-of-2026 target of 72 inspections a year early.

Since the employment of an additional environmental advisor, there has been a great uplift in the number of inspections undertaken monthly. Visits will continue at an average frequency of 4 per month throughout 2026.

Target 6- Improve biodiversity and natural environment at our regional offices

KPI 1- To undertake 5 projects to improve biodiversity and nature at our offices, by 2026.

During 2024, the following projects were completed:

- 1- Insect houses were installed at our Warrington office.

During 2025, the following projects were completed:

- 2- Stevenage planter- a raised planter was installed at our Stevenage office, and has successfully grown a multitude of plants, vegetables and fruits! See photo.
- 3- Chelmsford Insect Hotel- an insect hotel has been installed at Chelmsford to encourage more insect life.



During 2026, the following projects will be considered:

- 4- At our Head Office in Kings Cross, an information sign is in development to sit next to the canal, giving interested staff additional information on the species they may see going past during a lunch break, and the opportunity to report on species spotted.
- 5- Belfast- Planters will be considered in the car park, with the addition of low-maintenance, insect friendly vegetation.

2025 Focus for Gratte Brothers

Continued work towards HSEQ strategy targets surrounding key themes (see section 3).

- Net Zero Journey- Focus on supplier engagement and scope 3 reductions as well as easy wins within scopes 1 and 2.
- Sustainability Summit- Following the success of the GBCE and GBBSM sustainability summits, this will be rolled out to other areas of the business, with a focus on GBL.
- Embodied Carbon- Understanding the impact of our material choices on the embodied carbon of a final build. Requests have come through, particularly in GBSM and GBL projects, for additional information on materials used. This is anticipated to increase, and databases will be held to improve this understanding. These requests will tie into our supplier engagement strategy and ongoing work with sustainable procurement.
- Environmental incident reporting- Development of an incident reporting tool in the HSEQ app or SafetyCulture to aid reporting from site. This will also form a focus area for awareness improvement on site.
- CSR Development – Continuing work with the CSR working groups, People, Places, Planet, to develop and implement the CSR strategy. ‘Planet’ pillar goals in line with the HSEQ and net zero targets.
- Gratte Green Committee- To support the ‘Planet’ pillar, the Gratte Green Committee will continue to focus on the key themes of biodiversity, employee awareness and training.
- Recycling in Offices- As highlighted in the HSEQ targets and KPIs section, recycling rates from the offices are lower than the target set, at an average of just 40%. Discussions will be held with Veolia and Biffa to understand how we can improve this figure.
- Circular Economy- On projects where we are removing redundant equipment from site, we will explore the possibility of re-purposing and re-selling these items back into the industry. This reduces the amount we are sending to waste. This can also apply to our own IT equipment within the offices- to be picked up with IT.
- Dashboard – Developing a new environmental and waste dashboard will be a key focus moving forward, providing a centralised system that brings together waste data from sites. This will enhance the efficiency and accuracy of waste reporting while giving the Environmental Team improved visibility and deeper insights into waste management performance.

Relevant Sustainability Trends / Future Items to Consider

- Mandatory Reporting- the UK Sustainability Reporting Standards (SRS) are due to come into play in 2026. These will combine SECR, climate-linked financial reporting, and JTNZ reporting, into one mandatory reporting disclosure. Enhanced input from financial and business risk teams will be required to develop a full report.
- Embodied carbon and decarbonising buildings- understanding the full embodied carbon value of a project is only going to become more important and we will have to input data regarding material quantities and carbon values. We can help by making choices regarding materials with lower embodied carbon values.
- Hydrogen fuel- Can be produced using clean energy to split essentially inexhaustible water molecules, producing only oxygen as a by-product, so making it a good fuel option with regards to emissions. However, 96 per cent of hydrogen today is made directly from fossil fuels- using a process that releases carbon dioxide. With the continued development of green hydrogen (produced using renewable energy), in the next 5 years we can start to think about hydrogen fuel for our fleet and on site.
- HVO fuel- regularly known as biofuel- made from vegetable oils, grease waste, and residues from the agriculture and food industry. This is a completely renewable diesel alternative and considered a 'drop-in' alternative, requiring only minor upgrades to fleet engines. As the infrastructure improves and cost falls, we can consider this to help reduce the emissions of our fleet vehicles. For the generator replacement at head office, this is something which has already been designed in.
- Digitisation as a method to reduce environmental impact.
- Construction Products Regulation- In November 2024, the European Council adopted the Construction Products Regulation (CPR) which harmonises EU's rules for the circulation of construction products. This requires manufacturers to report on climate-related indicators, particularly CO₂ emissions and energy usage, for priority construction products, with more indicators added gradually over the next few years. While currently an EU based framework, it is expected that similar, UK based requirements will follow.
- Carbon Negative Building Materials- Beyond 'low carbon', the next frontier is building materials that pull carbon from the atmosphere, rather than add to it. Hempcrete, for example, keeps sequestering CO₂ over its entire lifespan, positioning it as a strong alternative to conventional concrete or insulation. These materials are moving from the experimental stage to real-world applications, particularly in residential and low-rise construction.
- Climate Resilience and Adaptation- In addition to decarbonisation, there is a growing requirement to design buildings that can withstand future climate scenarios, including overheating, flooding, and increased strain on building systems. As extreme weather events become more frequent, clients are placing greater emphasis on resilience-led MEP design, advanced controls, and reliable energy infrastructure. This shift will directly influence both our advisory work and project delivery.