

The background of the cover is composed of three vertical panels. The left panel shows a group of blue paper cutouts of people holding hands. The middle panel shows a low-angle view of a modern glass skyscraper reaching up towards a dense canopy of green trees. The right panel shows a close-up of several hands of different skin tones being pressed together in a supportive gesture, with warm sunlight filtering through in the background.

# **Corporate Social Responsibility Report**

**2021-2022**

**Valuing People, Planet, Places**


# CSR Report

May 2020 – June 2021

Gratte Brothers Group is aware of the impact its activities have on the lives of others and the places in which it operates and is committed to being a responsible business that delivers positive social, economic and environmental impact.

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 our 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 core principles such as human rights, environmental protection, fair and ethical business conduct and community engagement.



Gratte Brothers Group operates across the UK through its 5 subsidiary companies and 7 office locations.

# Our Success in Numbers



**2.3** million hours conducted onsite with a single RIDDOR.



**5.4%** reduction in our Gender Pay Gap in the past 3 years.



**10** mental health roadshows attended by our people.



**79** tonnes of timber removed and upcycled by Community Wood Recycling.



**£12,000+** raised and donated to worthy causes.



**25,000+** hours of training undertaken by our people across the business.



# People

We know that our people are our most important asset and that the quality of our delivery is determined by the quality of our teams. Their physical and mental wellbeing is therefore a primary concern as we seek to create the working environment required for each of them to flourish and reach their potential.

## Prioritising Safety

At Gratte Brothers, we are committed to safeguarding the health and safety of all our staff and colleagues and we revise our strategy and KPIs year on year to **maintain this focus**.

Our strategy is led from the top and our Directors complete **Site Safety Tours** throughout the year in addition to the regular safety visits and audits undertaken by our dedicated Health & Safety Officers to reinforce our commitments.

Our internal **Safety 1st @Gratte programme** is centred on engagement with our workforce. Forums, comment cards, safety representatives and toolbox talks are just some of the initiatives that help us to maintain a safe culture in the workplace.

## Ensuring Wellbeing

We believe that mental health is as important as physical health so we have **5 Mental Health First Aiders on hand** to ensure that no one suffers in silence regardless of the issue.

This year, we've also begun running **bespoke mental health roadshows** which incorporate real-life experiences of present and past Gratte Brothers' employees to help our people address the reality of mental health and we're delighted with the feedback we've had so far. We also dedicated a week in May to sharing information about Mental Wellbeing to help raise awareness and provide useful tips and resources for those in need of assistance.

Whilst our HR team is also always on hand, we're aware that some people will be far more comfortable having that important first conversation with somebody external so we offer a confidential 24 hr helpline via an external **Employee Assistance Programme** and 6 free counselling sessions a year.



**“Working at Gratte Brothers is not just about having a job, it’s about experiencing your potential.”**

– Paul du Plessis,  
Group Quality Manager

## Learning & Development

We’re proud to have an **average length of service of 17 years** and we’re also proud that many of our Managers and Directors once began at Gratte Brothers as apprentices and trainees. This is a key driver for us as a business so we have trainees and apprentices in training at all times and recruit for more every year. We currently have **21 apprentices** and **7 trainees** working towards formal qualifications in a variety of areas.

We invest in the learning and development of our people so that they can reach their full potential. This year, our staff undertook **25,496 hours of training** on a variety of courses including **1,304 health and safety training hours**.



**3 British Safety Council Awards**  
won in the past 12 months



**28 trainees and apprentices in**  
training



**6 free counselling sessions**  
offered every year.



**1,300+ hours of health and**  
safety training undertaken



**11 on-site work placements**  
provided to women



**305 years of service recognised**

## 305 Years of Service

One of our most cherished values is having a working environment that cultivates loyalty and engagement among our staff. Every year, we’re proud to renew our commitment to this value by recognising those that have been with the business for 25 or 40 years at our annual **Long Service & Retirement Awards**.

On the 18th November 2021, we were immensely proud to celebrate 9 members of staff who have so far served a **combined 305 years of service**. Being able to do this every year is what makes Gratte Brothers so special!

## Gender Diversity @ 15.2%

Average female employment within Gratte Brothers is **15.2%** which is slightly above but largely in line with the construction industry average. We’re proud that **40% of our shareholders are women** and we’re also proud of the culture we’ve cultivated as a business but we also know that we have to take steps every year to be part of the solution.

In addition to our recruitment strategies, we’re members of the Women in Engineering Society which raises the profile of engineering amongst females and our **partnership with Women Into Construction** this year provided 11 women with on-site work experience placements with the aim of inspiring a few careers!





# Places

As a responsible corporate citizen, we seek to add value to the communities that we work in by supporting charities, providing employment and training opportunities and volunteering in the local community in addition to the donation of time and money for various charities.

## Christmas Jumper Day

Over £380 was raised for **Save the Children** by Gratte Brothers as we adorned our best Christmas jumpers on 10th December 2021. Save the Children is a world-leading organisation which **improves the lives of children** through better education, health care, and economic opportunities, as well as providing emergency aid.

## Great Jubilee Raffle

'The Great Jubilee Raffle' run at Gratte Brothers raised over £1900 for **Mates in Mind**, a charity that **raises awareness and addresses the stigma of mental health in the construction and other industries**. A ticket was purchased on behalf of each of our employees by the Company and further donations went towards additional tickets.

## Richard's Ukraine Appeal

When Labour Manager, Richard Harris bravely began to organise the **transport of first aid boxes to the Polish border for civilians in Ukraine**, we supported his highly commendable activities by providing one of our vans to use for transport in addition to purchasing £600 worth of first aid equipment.

## Hackney Carriage Drivers Magical Tour

This year, we once again sponsored and donated £1,500 to 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 three-day trip of a lifetime to Disney® Paris**.





## Big Curry Lunch

The 10th annual Worshipful Company of Security Professionals' **Big Curry Lunch** was sponsored and hosted by Gratte Brothers once again this year in aid of **ABF The Soldiers' Charity** on 14th July. The lunch was a great success enjoyed by all and most importantly, raised £2,000 for a very worthy cause.

## Easter Food Bank Drive

Instead of our annual food bank drive at Christmas, **we ran an Easter drive this year when our local banks said they were most in need.** Donations of vital resources were made to four food bank which are local to each of our offices and additionally, the Company donated £100 to each of these worthy causes.

## Various Donations

A number of charity event days were sponsored by Gratte Brothers in the last year resulting in a **total donation of £4,800** to causes such as **Noah's Ark**, a charity which raises money for the Noah's Ark Children's Hospital, **Honeypot**, a national young carers' charity, the **CIBSE Benevolent Fund** and **The Genie's Wish**.

## Women Into Construction Partnership

This year, we've worked with **Women into Construction**, an independent organisation that promotes gender equality in construction. We recruited for **11 female trainees** who shadowed our own experienced team of engineers, craftsman and document controllers whilst on site for 2 weeks, gaining valuable and specific industry experience. On successful completion of their placements, the trainee engineers were offered the **opportunity to interview for a formal placement** with Gratte Brothers and we're delighted that so far 2 trainees now have permanent employment. We hope that the placement will provide practical and useful experience on each of their engineering career journeys!

**"We've donated over £12,000 in the past year to extremely worthy causes. With social restrictions having now been removed, our focus for 'Places' in the coming 12 months will be to get volunteering in the local community once again"**

*– David Gratte,  
Group Managing Director*





# Planet

As a responsible corporate citizen, we value the natural environment and recognise our 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.

## Fleet Vehicles

On World Earth Day, we were extremely excited to announce that we had placed our **first electric van order** for our engineers and to have started our trial of the all new Toyota commercial hybrids. This is a great step towards our goal of decarbonising and reducing our emissions to limit our impact on the Environment.

To facilitate the use of electric cars and cater for the **increasing demand for electric vehicles from Gratte Brothers staff**, we also installed 2 more charging points at our London Office with plans to install electric vehicle charging points at our other locations in the future.

## Net Zero Conference

We know that we must not only reduce our own environmental impact but must also encourage others in our industry to do the same. Therefore we chose to sponsor **BSRIA's state-of-the-art virtual Net Zero Conference** in September 2021 where industry experts discussed how we can all **utilise smart technologies to achieve net zero building targets** and deliver healthy, safe, 'green' buildings for the future through practical approaches.

**21.95**



Tonnes of  
Waste  
Recovered  
from our Sites  
Apr - Nov 2021



Environmental  
Management  
System certified  
to **ISO 14001**

**79**

Tonnes of timber  
removed by Community  
Wood Recycling in 2021





## Single-Use Plastic

Due to the nature of our works, we need to use protective sheeting on all of our sites as part of our operations. However we choose to use 100% recyclable protective sheeting as a small way to **reduce single-use plastic** across our business.

Through the **Proplex ClosedLoop Remanufacturing Scheme**, all used Proplex sheets are returned back to the UK based manufacturing and recycling centre. They are guillotined and excess dirt and any contaminants are removed from the waste. They are then shredded, washed, dried and finally **reprocessed into raw materials**.

## Waste Management

All of our pallets are removed from site by the **Community Wood Recycling' scheme**. Each 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 and helping to conserve this important natural resource.

Community wood recycling activities are very labour-intensive but highly worthwhile work that provides people from all walks of life with the opportunity to **develop their confidence and self-esteem and learn a range of useful transferable skills** in a highly supportive but disciplined and financially sustainable social enterprise.



# 97%

Waste Diverted  
from Landfill  
(recycled or  
recovered)



A full-time Environmental  
Advisor to conduct audits  
and provide support and  
advice on all matters of  
sustainability



100% recyclable protective  
sheeting used on site  
reducing single use plastic

Zero non-hazardous  
waste to landfill in  
5 years



**"We're constantly moving  
towards our goal of a more  
sustainable future."**

– Alice Kilner,  
Group Environmental Advisor

