

Hanson UK

**2022 Performance  
and sustainability  
summary report**

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# Introduction by CEO Simon Willis



## **Our ambition is to be the leader in sustainability and we are fully committed to decarbonising our business and to supporting our customers on their route to net zero.**

We're adapting our operations, developing lower carbon and sustainable products and changing methods of transportation, as well as providing clear and transparent information to our customers and stakeholders.

Our roadmap to decarbonising has become integral to everything we do. It's about implementing all possible incremental changes as well as being bold with major initiatives and I am pleased to report on some significant successes in 2021 on our across-the-board approach.

Major steps taken last year include our ongoing involvement in several high-profile initiatives, including the on-going development of our carbon capture and storage project at our Padeswood cement works in north Wales. We also successfully completed the world's first net zero fuel trial, which included hydrogen, at our Ribblesdale cement works in Lancashire. This has demonstrated a pathway to moving away from using fossil fuels in cement and concrete production and has the capability to be replicated across the industry and beyond.

As well as these large initiatives, we challenge our team regularly to implement change to ensure that our operations are efficient and as low carbon as possible. For example, stopping an engine or a conveyor rather than leaving it idling, or challenging whether a journey is necessary, can make a significant difference over time.

In talking to our customers, we know that they want us to guide them on low carbon strategies and the best product solutions to help them achieve their ambitions. In 2021 we continued to invest time and resources on this, working with our customers to encourage the use of lower carbon alternatives, such as CEM II low carbon cement, or higher levels of cement replacements like Regen GGBS or Energy Reduced Asphalt.

Sustainability is about more than decarbonisation and so this report also covers social value and the circular economy as well as health, safety and wellbeing, restoration and biodiversity, being a responsible operator – and people.

Our people are our most important asset, and I am extremely proud of how our team has responded to the decarbonisation challenge, we all want to be part of the solution.

But, as ever, there is more work for us to do across all areas of our sustainability reporting and I, and the executive committee, remain fully focused on delivering our 2030 commitments, including those fast tracked to 2025.

*Simon Willis*

# Beyond 2020

**Our parent company, Heidelberg Materials, has a strong track record in reducing CO<sub>2</sub> emissions: by 2019, it had already achieved a 22 per cent reduction of the specific net CO<sub>2</sub> emissions per tonne of cementitious material compared with 1990 levels. It was awarded a place on CDP's 2019, 2020 and 2021 Climate Change A-list and was also the first cement company to receive confirmation from Science Based Targets initiative (SBTi) to limit global warming to below 2°C.**

Heidelberg Materials has since signed SBTi's Business Ambition for 1.5°C commitment, a global initiative aimed at limiting global warming to 1.5°C and achieving net zero carbon emissions by 2050 at the latest. By signing, it also joins the Race to Zero campaign which aims to build positive momentum for the transition to a decarbonised economy.

In September 2020, Heidelberg Materials adopted a 'beyond 2020' strategy, with sustainability as one of six core areas, and it has committed to reduce net CO<sub>2</sub> emissions per tonne of cement by 30 per cent by 2025 (based on 1990 figures) and will realise its vision of carbon neutral concrete by 2050.

These are ambitious targets but are based on a bottom-up road map, which has been built plant by plant, country by country, across 50 countries of operations.

In the UK, three key levers in our pathway to cement neutrality are:

- Carbon capture, use and storage
- Increased use of alternative raw materials and fuels
- Substitution of the CO<sub>2</sub>-intensive clinker in cement by secondary cementitious materials



The 2030 commitments are the cornerstones of our sustainability strategy. They were first introduced in 2018 and revised in 2020 to reflect environmental and social developments.

We will ensure Hanson is a safe and healthy place to work and are committed to:

- Business and product innovation
- Health, safety and wellbeing
- Environmental responsibility
- Resource use and the circular economy
- Being a good neighbour
- Fairness, inclusion and respect

We have also adopted and linked the United Nations Sustainable Development Goals (UNSDG's) to the strategy's key areas to demonstrate we are in line with global action.

Key topic	Hanson 2030 commitments	United Nations Sustainable Development Goals
<b>Business and product innovation</b>	We will ensure continuous business improvement through the effective management of all processes and resources and the continuing innovation of product and services.	
<b>Health, safety and wellbeing</b>	We will ensure health and safety is our number one priority and are committed to continuously enhancing the health, safety and wellbeing of our employees and contractors.	
<b>Environmental responsibility (air, carbon and energy, land use and water)</b>	We are committed to fulfilling our share of the responsibility to keep the global temperature rise below 1.5° Celsius; and we will continue to reduce our impacts on air, land and water.	
<b>Resource use and the circular economy</b>	We will conserve natural resources by avoiding or reusing waste and by continuously increasing the use of alternative resources as substitutes for natural raw materials.	
<b>Being a good neighbour</b>	We are committed to making a positive contribution to the communities around our operations and ensuring transparent communication to our stakeholders.	
<b>Fairness, inclusion and respect</b>	We will be a fair, respectful and inclusive company; encouraging a culture that values openness and transparency and recognises individual achievement.	

# Sustainability policy

**Effective management of safety, health, environment, quality, energy, carbon reduction, and responsible sourcing is of key importance to the sustained success of our business.**

We have a single sustainability policy, which is regularly reviewed and communicated to employees, contractors, visitors, key stakeholders and our supply chain to inform and promote wider adoption of responsible practices. As a minimum, we comply with all applicable legal and regulatory requirements. Co-operation in the effective implementation of the policy is a condition of employment, partnership and supply.





Let's Talk Sustainability is a free live online event being held from 9.30am to 3.00pm GMT on Thursday 10 March.

[Sign up here](#)

Aimed at everyone involved in the construction sector, it will include:

- Understanding the decarbonisation challenge
- How construction materials can help reduce the carbon footprint of construction projects
- How building materials companies are innovating and investing to reduce their carbon emissions
- Examples demonstrating best practice

We all know that the construction industry needs to play its part if the UK is going to reach the government's 2050 net zero carbon ambitions. But how do we make sure the whole supply chain is specifying and delivering the most sustainable projects possible?

Our Let's Talk Sustainability event will demonstrate some best practice that can be replicated across the sector and show how collaboration can help overcome the carbon challenge.



## Business and product innovation



# Business and product innovation

## Our policy

We will ensure continuous business and product innovation.

Our 2030 commitments	Our progress
<b>We will reduce the carbon impact of our products, with a science-based target of 15% reduction from a 2016 baseline</b>	Continuing development of our range of low carbon products.
<b>100% of our operational sites will have full IMS certification to ISO 9001, ISO 14001, ISO 50001, ISO 45001 and BES 6001</b>	100% of our sites fully comply with our internal IMS and all hold, or are working towards, ISO 9001, ISO 14001, ISO 50001, ISO 45001 and BES 6001 certification.
<b>A new commitment for the average CO<sub>2</sub> emissions associated with our cementitious products to be reduced to 525 kg/tonne by 2025 and less than 400 kg/tonne by 2030</b>	Average CO <sub>2</sub> emissions associated with our cementitious products was 419 kg/tonne, down 1.2% from 424 kg/tonne in 2019.

## Business and product innovation in action

### CO<sub>2</sub> emissions within cementitious products

We have already exceeded Heidelberg Materials global commitment to reduce the average CO<sub>2</sub> within cementitious products to 525 kg/tonne by 2025 through the use of lower carbon cements and Regen GGBS. The group has reduced its 2030 commitment to less than 400 kg/tonne and we are well on the way to achieving this with an average CO<sub>2</sub> within our cementitious products of 419 kg/tonne as a national average.

### Low carbon cement launch

The completion of an eight-month project saw the launch of a new low carbon cement in 2021. CEM II contains less clinker (the material that generates most carbon emissions during production) than standard CEM I: around 80 per cent, along with up to 20 per cent limestone, compared with 95 per cent clinker in CEM I. This means that CEM II can be used to produce low carbon concrete while still delivering the quality and strength required.







# Business and product innovation

## Investment in business innovation

Over £85 million was invested in capital expenditure projects to improve efficiency and reduce carbon emissions in 2021. These include:

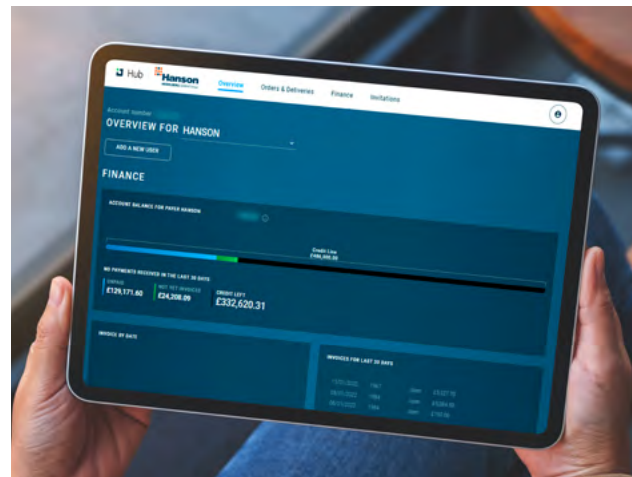
- Investment in improving our network of rail-connected aggregates depots. New depots have been opened near Tuebrook, Liverpool, and West Drayton, while improvements have been made to improve delivery efficiency at Allington, Kent. Appleford rail depot also has two new sidings to accommodate longer trains as well as a new weighbridge and storage areas, while Ardingly is now able to bring in sand by rail instead of road, following a stock bay expansion. As a result, the volume of aggregates moved by rail increased by 1.2 million tonnes compared to 2020, saving 60,000 truck movements and associated CO<sub>2</sub> emissions.
- Relaunching web portal called Hub to all customers to work more efficiently and reduce paper. The service includes electronic proof of delivery (ePOD) for concrete and cement

customers: a digital version of the delivery ticket issued at weighbridges. It saves customers time as they no longer have to keep track of paper tickets and also provides access to delivery data 24/7 on any device.

- Our latest marine aggregate dredger, Hanson Thames, successfully completed its sea trials ready to enter active service in 2022. The vessel forms part of our strategy to replace our existing ageing dredgers and will operate in the North Sea and English Channel. It provides increased payload and efficiency and is equipped with enhanced safety features including an enclosed bow to protect equipment and dredge pipes positioned above the main deck.
- Holding a series of webinars looking at sustainability and innovative products, including specifying sustainable concrete and sustainable road construction, aimed at helping customers meet their net zero carbon ambitions.



Hanson Aggregates Tuebrook rail depot opened in March 2021



Hub is a one-stop shop for customers to manage their account online, quickly and easily.



Hanson Thames was launched as part our strategy to replace our existing ageing dredgers.

# Business and product innovation



## Low carbon concrete

We completed the second phase of bespoke low carbon concrete supply to build a new sea wall in Marine Parade, Dawlish, Devon. We supplied the specialist mix, which contains Regen GGBS, to BAM Nuttall to provide coastal protection work for Network Rail to safeguard the future of the railway line while reducing the amount of carbon generated by two-thirds.

We also began supplying low carbon concrete, containing 70 per cent Regen, to main contractor Costain as part of the upgrade of Gatwick Airport station.

And, our low carbon Cemfree concrete was used to provide improved access at Chatham railway station in Kent as part of an Access for All government scheme. At the time of the 300m<sup>3</sup> pour it was Europe's largest Cemfree pour to date, generating 62 tonnes of CO<sub>2</sub> savings.



Specialist low carbon concrete was supplied for a new sea wall in Dawlish, Devon



UK's largest single pour of an innovative new cement-free concrete at Chatham Station in Kent.

### Highlights

**£85 million**  
invested in capital projects



**100%** of our sites fully  
comply with **IMS certification**



A new commitment for CO<sub>2</sub>  
in cement to be less than

**400 kg/tonne**  
**by 2030**





## **Health, safety and wellbeing**



# Health, safety and wellbeing

## Our policy

We will ensure Hanson is a safe and healthy place to work.

Our 2030 commitments	Our progress
<p><b>To reduce the number of potentially fatal incidents by more than 50%</b></p>	<p><b>Potentially fatal incidents (PFI):</b></p> <ul style="list-style-type: none"> <li>Down 8% from 63 in 2020 to 58</li> <li>Up 21% from 48 in 2018 to 58</li> </ul> <p><b>Lost time injuries (LTIs):</b></p> <ul style="list-style-type: none"> <li>Up 30% from 20 in 2018 to 26 in 2021</li> <li>Frequency rate up 2.8% from 1.77 in 2018 to 1.82 in 2021</li> <li>Severity rate down 54% from 84.91 in 2018 to 38.88 in 2021</li> </ul> <p><b>Total case injuries (TCI):</b></p> <ul style="list-style-type: none"> <li>Down 38% from 77 in 2018 to 48 in 2021</li> <li>Employee TCI frequency rate down 37% from 4.9 in 2018 to 3.1 in 2021</li> </ul> <p><b>Significant near hits:</b></p> <ul style="list-style-type: none"> <li>Down 38% from 403 in 2018 to 249 in 2021</li> <li>Frequency rate down 35% from 54.8 in 2018 to 35.6 in 2021</li> </ul> <p><b>Investigations:</b></p> <ul style="list-style-type: none"> <li>Number of incidents requiring investigation dropped by 34% from 591* in 2018 to 388 in 2021</li> <li>Average number of days to close an investigation down 12% from 17 days in 2018 to 15 days in 2021</li> </ul>
<p><b>Implement our annual Health &amp; Safety and Health &amp; Wellbeing Improvement Plans at 100% of sites</b></p>	<p>Health &amp; Safety Improvement Plans and Health &amp; Wellbeing Improvement Plans were implemented at 93% of sites with some restrictions due to Covid-19</p>

\* There was an error in the 2020 report, where this figure was stated as 659

### Highlights

Total case injuries since 2018

Down **38%**



Significant near hits since 2018

Down **38%**



**Gold** accreditation

for the 10th consecutive year from the Fleet Operator Recognition Scheme (FORS)



**176**

qualified mental health first aiders within the business





# Health, safety and wellbeing

## Health, safety and wellbeing in action

### Incident reporting

In 2020 we implemented a system of increased incident awareness and reporting in order to drive changes to improve health and safety standards. As a result, the number of potentially fatal incidents (PFI) has increased since 2018, although an 8 per cent drop was recorded in the 2021 calendar year. The increased PFI figure is reflected in the number of significant near hits recorded, which have reduced by a similar amount.

### Mental health awareness

During the year 70 people have completed the mental health matters programme, which is run by packed products field sales manager Gemma Crampton. The programme teaches the awareness technique called broadband consciousness, which Gemma coaches after experiencing its benefits first-hand.

We again ran a series of activities during Mental Health Awareness Week, this year under the theme of loneliness, to raise awareness of the impact of loneliness on mental health and provide some practical steps that can be taken to address it.

We now have 176 mental health first aiders across the business, trained to recognise and support those who have mental health concerns and spot the trigger signs.





# Health, safety and wellbeing

## Fleet award

We were awarded the Fleet Operator Recognition Scheme (FORS) gold accreditation for the 10th consecutive year – one of just five companies to have held this highest standard since the scheme began. FORS is a voluntary certification which aims to raise the level of quality within fleet operations and demonstrate which operators are achieving exemplary levels of best practice in safety, efficiency and environmental protection.





## Environmental responsibility



# Environmental responsibility

## Our policy

We are committed to fulfilling our share of the responsibility to keep the global temperature rise below 1.5° Celsius and we will continue to reduce our impact on air, land and water.

## Source of emissions explained

### Scope 1:

All direct emissions from the activities of an organisation or under its control, for example burning fuel on site in kilns and company-owned vehicles.

### Scope 2:

Indirect emissions from the generation of purchased electricity used by the organisation. These emissions are created during the production of the electrical energy and eventually used by the organisation.

### Scope 3:

All other indirect emissions from activities of the organisation, occurring from sources that they do not own or control. These cover emissions associated with, for example, purchased goods and services, employee travel and commuting, waste disposal and leased assets.

AIR	
Our 2030 emissions commitments	Our progress
<b>We will reduce the carbon impact of our operations, with a science-based target of 15% reduction from a 2016 baseline</b>	<p>Carbon impact of our operations for Scope 1 emissions is up 1.6% from 46.21 kg CO<sub>2</sub>/tonne in 2016 to 46.95 kg CO<sub>2</sub>/tonne in 2021. When normalised to assume the same product mix ratio as the 2016 baseline, it shows a decrease of 4.9% to 43.91 kg CO<sub>2</sub>/tonne in 2021.</p> <p>Absolute thermal energy usage has increased by 6.7% per tonne since 2016 but normalised thermal energy per tonne shows a decrease of 2.23% from 68.77 kWh/tonne in 2016 to 67.24 kWh/tonne in 2021.</p> <p>Scope 1 and 2 net CO<sub>2</sub>/tonne of cementitious material is down 54.23% from our 1990 baseline and down 12.42% from our 2016 baseline.</p>
<b>Scope 2 emissions from electrical power consumption within our operations will be reduced by at least 65% compared to 2016</b>	<p>Our 2030 ambition has already been achieved as Scope 2 emissions are down 97% from 4.72 kg CO<sub>2</sub>/tonne in 2016 to 0.14 kg CO<sub>2</sub>/tonne in 2021, with normalised emissions down 97.4% to 0.12 kg CO<sub>2</sub>/tonne in 2021.</p> <p>Absolute CO<sub>2</sub> from electrical energy usage has dropped 97% since 2016 and normalised electrical energy per tonne has decreased by 6.8% from 11.65 kWh/tonne in 2016 to 10.86 kWh/tonne in 2021.</p>
<b>100% of our car fleet and 50% of our van fleet will be fully electric or hybrid by 2025</b>	<p>45% of our car fleet is now hybrid or fully electric (up from 29% in 2019).</p> <p>Successful trials of electric vans took place at two of our sites and plans are in place to purchase electric vehicles next year.</p>
<b>We will collaborate with suppliers to enable our transport to be more efficient, including through new technologies for LGVs and heavy machinery such as site excavators, loading shovels and dumper trucks</b>	<p>We continue to explore the potential for new technologies for our fleets to reduce carbon emissions, including planned trials of hydrotreated vegetable oil (HVO) fuel.</p>
<b>From our cement operations we will reduce NO<sub>x</sub> by 40% and dust emissions by 80% from a 2008 baseline and maintain SO<sub>2</sub> emissions below BAT (best available techniques) requirements</b>	<p>From the 2008 baseline in cement, SO<sub>x</sub> is up 28% (due to a change in operational processes at one of our cement works) but remained 50% below the 2021 industry target, NO<sub>x</sub> is down 10% and dust is down 66%.</p>
<b>A new commitment to reduce CO<sub>2</sub> emissions from downstream transportation (the transportation of materials from our sites to customers) by at least 15% compared to 2019</b>	<p>Overall aggregate tonnage moved by rail increased to 34.9%, up 9.4% compared with 2019.</p> <p>CO<sub>2</sub> emissions from downstream transport have reduced by 6.5% compared to 2019.</p>





# Environmental responsibility

## Reducing emissions in action

### Scope 1 emissions

Our cement business is the source of around 90 per cent of our CO<sub>2</sub> emissions, so is a key focus if we are to reach our net zero carbon ambitions. We are involved in two industry-leading carbon reduction projects at our Padeswood and Ribblesdale cement works which, if successful, will help us meet this objective.

Our aggregates, asphalt and concrete businesses all have their own carbon reduction plans in place, which include product innovation and process and plant efficiencies.

Details can be found at: [hanson.co.uk/en/committed-to-reaching-net-zero-carbon](https://hanson.co.uk/en/committed-to-reaching-net-zero-carbon)

### Carbon capture and storage

We are a partner in the HyNet North West consortium, which aims to create the world's first low carbon industrial cluster through its development of a hydrogen and carbon capture and storage project. In October 2021 the project was selected by the government as one of two clusters to capture and store CO<sub>2</sub> by 2025. As a result, we are hoping to build a carbon capture and storage plant at our Padeswood cement works near Mold, Flintshire, which will connect to the planned HyNet CO<sub>2</sub> transport and storage system. A feasibility study is being carried out at the site to provide a clear design and cost estimate for the next stage. The HyNet project has the potential to reduce regional CO<sub>2</sub> emissions by up to 10 million tonnes a year by 2030. This figure includes up to 800,000 tonnes from our Padeswood plant and, if successful, could mean that we are able to produce net zero carbon cement from the plant as early as 2027.

### Fuel switching to hydrogen

The cement kiln at our Ribblesdale cement works in Lancashire has been successfully operated using a mix of net zero fuels as part of a world first demonstration project using hydrogen technology. During the demonstration, the proportion of fuels in the cement kiln's main burner was gradually increased to a wholly net zero mix, which included tanker delivered hydrogen. The trial demonstrated the pathway to moving away from using fossil fuels in cement and concrete production and, if fully implemented for the whole kiln system, could save nearly 180,000 tonnes of CO<sub>2</sub> at Ribblesdale alone, compared to using the traditional industry fuel of coal at the site. Funded by BEIS through the Mineral Products Association, the success of the trial provides a further potential pathway contributing to net zero cement production and has the capability to be replicated across the industry and beyond.



A cement kiln at our Ribblesdale works was successfully operated using a net zero fuel mix as part of a world first demonstration using hydrogen technology.



# Environmental responsibility

## Reducing emissions in action

### Scope 2 emissions

As most of our sites use a zero-carbon electricity tariff, the reduction target of 65% has already been achieved. We recognise we can do more than purchasing low or zero carbon electricity and that by reducing our own power consumption we can also reduce carbon emissions. We have also started working on a developing a renewable energy strategy.

### Scope 3 emissions

These indirect emissions are the most difficult to control. During 2021 we began the process of collaborating with suppliers to collect the data needed to allow us to track and report these emissions through our internal systems.

### Carbon sequestration

Crushed basalt from our Builth Wells quarry in Powys is being used in a world's first field trial to measure the impact it can have on removing CO<sub>2</sub> from the atmosphere. The project by The Carbon Community, a charity dedicated to creating forests and accelerating carbon removal, aims to define a new reforestation approach to accelerate and enhance the sequestration of CO<sub>2</sub> in trees and soil and improve biodiversity.

In May 2021, more than 25,000 trees were planted on 11 hectares just outside the Brecon Beacons in Wales. The project will assess the effects of using live soils from nearby forests to reintroduce microbes and organisms to increase tree survival rates as well as enhanced rock weathering (ERW) on carbon sequestration.

ERW takes crushed basalt, a by-product of quarrying, and applies it to the soil. The crushed basalt releases essential nutrients into the soil to fertilise trees and lock-in the fungi in the soil, and the chemical reactions that cause the rock particles to break down lock-in CO<sub>2</sub>, removing it from the atmosphere. It is a method that has been proven to be successful in sugar beet and pea crops.

#### Highlights

Scope 1 and 2 net CO<sub>2</sub>/tonne of cementitious material

**Down 54.2%**  
from 1990 baseline

**Down 12.4%**  
from 2016 baseline



**World's first net zero**  
fuel trial at Ribblesdale  
cement works

**UK's first CCS plant**  
could be operational by 2027 at  
Padeswood cement plant



Crushed basalt from our Builth Wells quarry was used in a world's first field trial.

# Environmental responsibility



## LAND

Our 2030 land use commitments	Our progress
<p><b>Biodiversity net gain will be fully integrated into our business for new quarry developments</b></p>	<p>We are trialling the DEFRA metric for assessing Biodiversity Net Gain options for all new quarry developments.</p> <p>Following the publication of the Environment Bill, we are continuing to work with the Mineral Products Association to develop specific case studies and guidance notes on how to interpret the DEFRA metric for minerals planning.</p>
<p><b>A new commitment to carry out biodiversity net impact studies at all quarry sites by 2025</b></p>	<p>Plans are underway for all our quarrying operations to carry out biodiversity Net Impact Assessments (NIAs) in conjunction with BirdLife International. The first three NIAs were carried out during the year.</p>
<p><b>A new commitment to have biodiversity management plans (BMPs) - also referred to as biodiversity action plans (BAPs) - at all our operational sites located within 1km of a High Biodiversity Value (HBV) nature conservation area by 2025. This previously only applied to quarries</b></p>	<p>100% of our active quarry sites already have a BMP which are being regularly updated.</p> <p>All other non-extraction operational sites within 1km of a HBV area have been identified by BirdLife International's proximity study so BMPs can be developed.</p>



Quarry manager Jason Parry participating in a tree planting programme at Cefn Mawr quarry.

### Highlight



**100%**

of our quarry sites have a biodiversity management plan (BMP).

**New commitment**  
for BMPs at non-quarry sites



# Environmental responsibility

## Reducing impact on land use in action

### Hanson-RSPB nature reserve expanded

A further 80 hectares of restored land at our Needingworth quarry in Cambridgeshire was handed over to the RSPB Ouse Fen nature reserve and new visitor facilities opened. Our partnership project with the RSPB is the largest planned nature conservation restoration scheme of its kind in Europe and shows how collaborative working between industry and the conservation sector can deliver bigger and better habitat restoration.

Once complete, RSPB Ouse Fen reserve will incorporate the UK's largest created reedbed – an extremely rare habitat – and the opening of the new car park, entrance way and two new trails provides new routes to the heart of the nature reserve.

The handover of the additional land brings RSPB Ouse Fen to 298 hectares, nearly three square kilometres, and this is expected to double by the time the project is complete in 2030. It is already home to a nationally important population of bitterns, a rare heron family species, as well as other iconic wetland wildlife including marsh harriers, bearded tits, otters and water voles.

### Quarry Life Award

2021 saw the launch of the fifth round of our parent company Heidelberg Material's Quarry Life Award, which aims to raise the understanding of the biodiversity value of quarrying sites during and after extraction and share new best practices. The competition is being held in more than 20 countries across the globe to increase the understanding of the interaction between nature and quarries as well as contributing to global nature conservation goals in raising awareness of the importance of biodiversity and bringing people closer to nature. At a national level, the competition has two streams: research and community, both of which offer a £5,000 top prize. Selected projects are being carried out in 2022.



Ouse Fen nature reserve is the largest planned nature conservation restoration scheme of its kind in Europe.



# Environmental responsibility

## WATER

Our 2030 water use commitments	Our progress
<p><b>We will reduce mains and abstracted water consumption by 10% from a 2018 baseline</b></p>	<p>Mains water use fell by 12.6% from 17.5 litres/tonne in 2018 to 15.3 litres/tonne in 2021. Abstracted water use down 20.5% from 170.5 litres/tonne in 2018 to 135.6 litre/tonne in 2021.</p>
<p><b>A new commitment to have formal water management plans for sites in areas of water scarcity by 2023 and all remaining sites by 2025</b></p>	<p>111 of our sites have been assessed to be in an area of high water stress by 2030. These will be prioritised for the implementation of a water management plan.</p>

### Reducing impact on water use in action

## Water monitoring and improvement plans

During the year a water and land use advisor was appointed to oversee the creation of water monitoring plans at all sites to improve our monitoring, digital recording and reporting of water data. These plans serve as a record of how water is being used and measured on site. Water management plans will be developed to identify opportunities to reduce, reuse and recycle water; assess any risks to local water systems; and produce actions to be carried out to improve our water efficiency in line with our 2030 commitments.

Additionally, the plans will include engagement with local stakeholders to offer them surplus water resources from our sites. These plans will initially be put together by the end of 2023 for sites that will be under high water stress in 2030, with other production sites to follow.

**Highlight**


**Mains water down 15.4%**


**Abstracted water down 20.5%**

Water monitoring plans are being developed for all sites.



## **Resource use and the circular economy**



# Resource use and the circular economy

## Our policy

We will conserve natural resources.

Our 2030 commitments	Our progress
<b>Maximise use of recycled asphalt planings (RAP), Regen GGBS (ground granulated blastfurnace slag) and alternative fuels within our cement plants</b>	RAP usage was 13.9% in 2021, up 2.8% (Hanson 11.2%; Midland Quarry Products 20.9% in 2021). Regen GGBS use up from 36.3% in 2019 to 37% in 2021. Alternative fuel use within our cement plants increased from 45% in 2016 to 54% in 2021; by-products or waste used as raw material in cement were up from 9.7% in 2019 to 11.4% in 2021; the biomass content in our alternative fuels also increased from 14% in 2016 to 21.2% in 2021.
<b>A new commitment to develop formal targets for the use of recycled aggregates in ready-mixed concrete</b>	A strategy team has been put in place to understand how we can grow our business in this area, including looking at expanding into recycled aggregates to conserve the use of natural resources.
<b>Reduce non-product site waste by 20% and waste to landfill by 50% from a 2018 baseline</b>	Non-product site waste was up 34% from 0.23 kg/tonne in 2018 to 0.31 kg/tonne in 2021 (largely due to increased/improved data recording), although general waste to landfill was down 27% since 2018 which makes up 5% of non-product site waste. Waste to landfill was down 23% from 0.06 kg/tonne in 2018 to 0.05 kg/tonne in 2021.

## Conserving natural resources in action

### Total rock

We are using the fine dust created from processing limestone at our Whatley quarry to supply our concrete plants in Somerset and Oxfordshire. The stone fines are being used as a replacement for natural sand, conserving natural resources. We are now looking at rolling this out to other locations across the country where feasible.



Whatley quarry

## Highlights

**New commitments** for recycled aggregates in concrete



**RAP usage**  
**13.9%**



**37%**  
**more Regen GGBS used**  
since 2019





## Being a good neighbour



# Being a good neighbour



## Our policy

We are committed to making a positive contribution to the communities close to our operations and ensuring transparent communication to all our stakeholders.

Our 2030 commitments	Our progress
<b>We will fully integrate our social value policy and practices together with social value impact measurements</b>	Our social value policy has been updated and includes our commitment towards measuring and managing the social value we are creating.
<b>All employees will take advantage of one paid day per year for volunteering activities</b>	Volunteering leave was again restricted due to Covid-19 but there were an increasing number of employees taking a paid volunteering day.

## Updated social value policy

Social value is our impact on, and role in, society. In 2021 we updated our social value policy, which follows the national TOMS framework, aligns to the government's Procurement Policy Note 06/20, and integrates our health, safety and wellbeing, and environmental commitments. It is founded on our core values and responsible leadership principles and applies to all areas of our business, our employees and all parties who undertake activity on our behalf.

Our updated policy has been drawn up by our social value steering committee, led by asphalt and contracting manager Gareth Day. It is supported by an animated video and includes our commitment towards measuring and managing the social value our organisation is creating in the areas of collaboration, coequality, championing, community, climate and communication.

Our social value policy is set out to ensure that we are accountable to our stakeholders, take responsibility for the role we are playing in their lives and manage our activities to be able to maximise the social value we are creating.

## Our social value commitments

To drive maximum social value across all business lines, we have established a steering committee, sponsored by the executive team, to oversee the development and implementation of strategies, themes and outcomes that are linked to a social value management framework. This framework covers our six key policy areas and provides the mechanism for outcomes to be measured, monitored and reported.

### Highlight

## Updated social value policy and steering committee to drive ambition

Committed to  
**One paid leave day per year**  
 for all employees to volunteer



# Being a good neighbour



	Our social value commitments	Our progress
	<b>Collaboration</b>	We are committed to collaboration and innovation. We are always working to improve our products and operations for the benefit of our clients, customers, local communities and future generations.
	<b>Coequality</b>	Our people are important to us. We want everyone to have equal opportunities to grow and improve through training and personal development.
	<b>Championing</b>	We are committed to championing local economies and creating opportunities for small sized businesses and franchisees.
	<b>Community</b>	We want to involve and empower the community while also supporting voluntary, charitable and social enterprise groups, to help bring people together to make a better place for everyone.
	<b>Climate</b>	We are committed to fulfilling our share of the responsibility to the environment. We promise to implement responsible practices to reduce our carbon footprint in our materials and delivery methods.
	<b>Communication</b>	We promise to be transparent and clear in our communication. We will track and share our learning and best practices to help inform decisions that could affect our business.



Nine members of our concrete team rolled up their sleeves for a hard day's volunteering at young people's support charity Jamie's Farm.

# Being a good neighbour



## Being a good neighbour in action

### Community support

Volunteering activities restarted in 2021, although they were again affected due to Covid-19 restrictions, and we continued to support communities through the donation of funds and materials, including:

### Volunteering

- **Jamie's Farm:** a team of nine from our south concrete team volunteered to improve the gardens at the charity's Bath site for disadvantaged young people.
- **Wildlife and Wetlands Trust:** a team of 10 volunteers from our sustainability team tackled a range of maintenance tasks at the charity's Slimbridge reserve.



Volunteers, helping out at the Wildlife and Wetlands Trust's Slimbridge reserve.

### Funding

- **Construction industry's charity, CRASH:** a team from across the business ran, walked and cycled 12,548 miles – more than halfway around the world – in five weeks, raising more than £4,000 for CRASH which supports homelessness and hospice charities improve their buildings.
- **Community Council for Somerset:** a £1,200 contribution towards its Crisis Fund which seeks to help people in desperate situations, such as those without food or heating.
- **Kings of Wessex Academy, Cheddar, Somerset:** £2,500 towards the cost of setting up an employability and learning hub to help students take their next step in education or employment.

### Materials

- **Yorkshire Dales National Park Authority:** 600 tonnes of aggregate to build a new 1.3 km path through Sulber Nick, part of the Three Peaks walking route.
- **1st Rolleston scout group:** 23m<sup>3</sup> of low carbon concrete, worth around £1,500, to form the floor for an extension to the pack's headquarters in Rolleston on Dove, Staffordshire.
- **Community hall car park in Cheddar, Somerset:** 166 tonnes of asphalt, worth around £7,000, donated to complete the refurbishment of the hall which hosts a range of community events.
- **Maesycoed allotments, Pontypridd:** resurfacing the main access road to allow safer and easier access to the allotments by car, mobility scooter and on foot.
- **Ashmount School, Loughborough:** we supplied the concrete to create wheelchair friendly access to a new area of garden at the school for children aged 4 to 19 with special educational needs.
- **Garden Organic:** donation of 20 tonnes of gravel, worth about £350, from our Smiths Concrete Wolston Fields quarry for bedding areas at the charity's nearby garden.



**Fairness,  
inclusion  
and respect**



# Fairness, inclusion and respect (FIR)

## Our policy

We will be a fair, respectful, and inclusive company; encouraging a culture that values openness and transparency and recognises individual achievement.

Our 2030 commitments	Our progress
<b>We will employ a minimum of 10% of women in operational roles and 20% overall within Hanson</b>	4% of women (102) in operational roles and 15% overall, the same as 2019).
<b>We will have 25% of women in senior roles by 2025</b>	9.9% of women now in senior roles.
<b>We will ensure all employees are fully trained and competent for their roles</b>	Training hours recovered following a post Covid 19 low in 2020 to 56,941 hours in 2021 (38,025 in 2019).
<b>We will identify the specific diversity-related requirements of our employees, and fully integrate these into our business culture</b>	Fairness, inclusion and respect (FIR) committee relaunched, and FIR commitments rewritten to reflect our 2030 commitments. Expansion of our employee networks to deliver our FIR aims with the launch of LGBT+ Network.



Our Network of Women in the UK aids collaboration and discussion, supporting women in fulfilling their career goals.

### Highlight



**FIR employee networks**  
expanded to deliver policy aims



# Fairness, inclusion and respect

## FIR in action

### Updated FIR commitments

Our vision is for every employee to feel valued, empowered and accepted for who they are. Inclusion is not about viewing everyone as the same but respecting everyone is different. We believe in the effectiveness of engaged and empowered employees, where everyone, whatever their background, gender, ethnicity or sexuality, has the opportunity to reach their full potential and contribute to the success of our business.

In early 2021 we relaunched our executive-led fairness inclusion and respect (FIR) committee, empowered to drive meaningful change across our organisation. Its representatives reflect the diversity within our business, considering seniority, age, gender, ethnicity, sexuality and disability. The committee holds the company to account and challenges it to ensure FIR is improved across all areas.

Our FIR commitments have been rewritten to reflect our 2030 commitments and employees across the business have been encouraged to sign posters sent to all our sites to show their support.

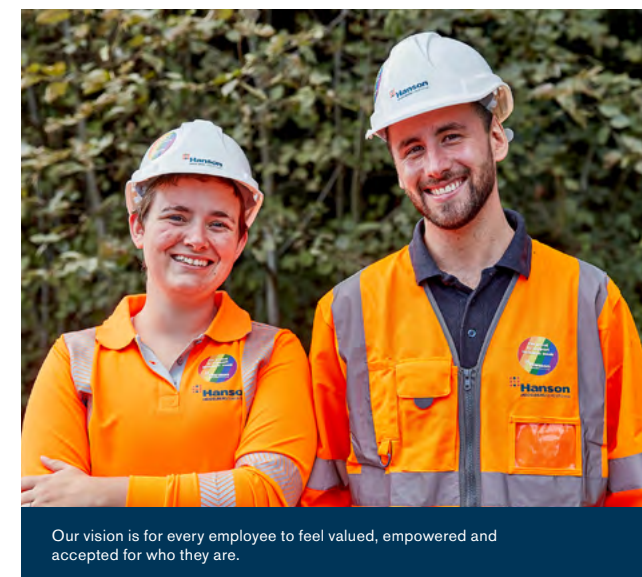
We have also expanded our employee networks to help deliver our FIR aims. Our Network of Women (NOW) provides a platform to facilitate collaboration, discuss challenges and support female colleagues in fulfilling their career goals and we also launched our LGBT+ Network.

### LGBT+ Network

During National Inclusion Week 2021 we launched our LGBT+ Network, the latest FIR initiative towards making everyone in our business feel valued, empowered and accepted. Like NOW, the new network is open to all employees, not just those from the LGBT+ community.

Led by a steering committee and supported by the Hanson UK executive committee, the Network's aims are to:

- Provide a community space for LGBT+ people and their supporters to communicate, network and share their experiences.
- Offer peer-to-peer support across the business through a network of LGBT+ champions.
- Create training material to educate the broader business on LGBT+ issues.
- Help steer the business strategy around LGBT+ inclusion and representation.
- Foster relationships with supporting organisations.
- Assist the Fairness, Inclusion and Respect (FIR) committee in positively changing business culture.



Our vision is for every employee to feel valued, empowered and accepted for who they are.

#### Highlight

**4% of women**  
in operational roles

**LGBT+ Network**  
launched during National  
Inclusion Week





# Fairness, inclusion and respect

## Earn and learn training



We are a member of The 5% Club, a movement of more than 600 employers committed to driving 'earn and learn' training opportunities, helping to address the skills shortage and youth unemployment in the UK, and taking positive action for increased, inclusive and accessible workplace training for all.

Through the group's employer audit scheme, in 2021 we received The 5% Club gold award, which recognises our contribution to the continued development of our employees through a broad range of 'earn and learn' schemes such as apprenticeships and our graduate programme.

We have surpassed our pledge of having a minimum of 5% of our workforce enrolled on a formalised apprentice, sponsored student and/or graduate development scheme, with 12.7% of our workforce in 'earn and learn' positions.

In 2021 we also signed up to the Youth Employment Group to help tackle youth unemployment and reduce the age of our workforce. The group is a coalition of more than 200 expert organisations, set up and co-chaired by Institute of Employment Studies, Impetus, Prince's Trust, Youth Employment UK and the Youth Futures Foundation.

Since its inception, it has developed a number of papers and recommendations to support government policy thinking, particularly in regard to young people most disadvantaged in the labour market.

Joining the group will allow us to promote our apprenticeship and graduate schemes – and any vacancies – to a wider audience.



Becky Murphy, aggregates regional director

## Women in business – Becky Murphy

Former graduate Becky Murphy has been appointed aggregates regional director – the first woman to hold the commercial and operational role. By 2025 we want 25 per cent of our senior and executive roles to be filled by women and we are committed to ensuring those with the ambition, skills and enthusiasm are given the opportunities to succeed.

### Highlight



**12.7% of workforce**  
in 'earn and learn' positions

# Providing solutions to enable sustainable construction

## Logistics

We make 6,000 deliveries of aggregates, asphalt, cement and concrete per day in the UK and are committed to minimising the impact of these by using the best and most sustainable transport option.

This includes the large-scale use of rail and water for transporting our raw materials and products. We have invested in a new marine aggregate dredger, Hanson Thames, which provides increased payload and efficiency and are extending our network of rail-connected depots to reduce vehicle movements.

As part of our 2030 commitments, we have pledged that all of our car fleet and half of our van fleet will be fully electric or hybrid by 2025 and we continue to collaborate with suppliers to enable our transport to be more efficient. For example, we have more than 40 Euro 6 LEC ready-mixed concrete trucks in our fleet, which offer an increased load size as well as improved safety for drivers and road users. We also have 'moving floor' asphalt trucks, which offer a 40% larger capacity, meaning fewer and more efficient road movements.

## Aggregates

We produce and distribute aggregates (crushed rock, sand and gravel) from a network of over 70 quarries, depots, and wharves for a variety of construction uses. To preserve virgin raw materials and reduce waste, we also process waste materials to make recycled aggregates for use in ready-mixed concrete and asphalt.

## Asphalt

Asphalt is 100% recyclable back into road surfaces and we are committed to maximising the use of recycled asphalt planings. We have a range of reduced emissions asphalt (REA) products to help minimise the impact of asphalt production and laying on local air quality. REA – and our other asphalt ranges – can be produced using our energy reducing asphalt (ERA) warm mix technology, which provides a significant reduction in CO<sub>2</sub> emissions.

## Concrete

We are the UK's largest supplier of low carbon concrete and are committed to producing net zero carbon concrete by 2050. We can help our customers meet their own carbon reduction targets by designing and supplying low carbon concretes which contain Regen GGBS (ground granulated blastfurnace slag) and we are developing formal targets for the use of recycled aggregates in our ready-mixed concrete. We also offer Environmental Product Declarations (EPDs) to customers to allow them to choose the lowest carbon concrete for their projects and are working to automate this as part of every order.

## Cement

We produce Regen GGBS (ground granulated blastfurnace slag), a cement replacement product which can help to significantly reduce the CO<sub>2</sub> emissions associated with the production of concrete as well as provide durability benefits. We also substitute the CO<sub>2</sub>-intensive clinker in cement (in line with national cement standards) with secondary cementitious materials to produce CEM II cements which reduce embodied carbon.

### Webinars



To find out more about some of our sustainable product solutions, visit [www.hanson.co.uk/webinars](http://www.hanson.co.uk/webinars)

Where you can watch a number of free webinars on demand.



[hanson.co.uk/sustainability/report](https://hanson.co.uk/sustainability/report)

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