

# ***Harmonix Construction***

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***Sustainability Action Plan  
June 2022***

# Our mission

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*Harmonix's mission is to incorporate sustainable practices into all aspects of our business in order to fulfill our responsibilities to our environment, clients and staff whilst maintaining the high levels of working standards and quality we're best know for. We define sustainability in a broad context; encompassing not only the environment, but also the people whose work we rely on to succeed.*

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*We all have a part to play in ensuring our industry is sustainable, and we are excited to formally introduce sustainability guidelines to drive our operations from this point onwards.*

*John Farragher, Director, Harmonix Construction*

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**Taking action**

# Our approach

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Our action plan is fundamentally based on three key construction industry impacts:



## Making *plans*

As a key player in a resource-heavy industry, we are increasingly aware of the need to ensure that we operate as responsibly as possible in all areas of our business. Though we have always operated in a way to ensure we reduce waste and take care of our people, *we are now formally embedding sustainability into our corporate strategy, identifying it as a critical enabler for future growth* of the business and protection of our environment.

On each project and during all activities in between, Harmonix strive to:

- Protect our **environment**
- Give back to the local **communities** we work within
- Ensure our **workforce** are taken care of

# Our outlook

Outlined below are some initiatives we are excited to take over the next year to kickstart our formal commitments to sustainability.



## Environment

- Reduce our carbon emissions
- Utilise renewable energy where possible
- Reduce water consumption
- Remove single-use plastic where possible
- Certified to ISO 14001\*
- Including BREEAM assessments in all of our projects\*
- Registering all projects with the Considerate Constructors Scheme (CCS)\*
- Understand feasibility of a completely LEV fleet\*



## Community

- Annual Christmas fundraiser for local charities\*
- Consulting with clients on their sustainability priorities\*
- Reducing noise pollution at sites\*
- Volunteer days budgeted for employees



## Workforce

- Modern Slavery and Diversity & Equality policies\*
- Training opportunities for personal and professional development\*
- Anonymous portal for comments or feedback
- Reusable water bottles / coffee cups for employees

# Looking ahead

\* Initiatives currently in progress



# Environment - initiatives

As the construction industry is the largest waste-producing industry in the UK<sup>^</sup>, our pillar of **protecting the environment** is fundamental to our sustainability action plan. Below are some initiatives we look forward to implementing and quantifying through the next year.



## Reducing carbon emissions

- Minimise emissions where possible
- Assessing a realistic target for becoming Net Zero



## Utilising renewable energy sources

- Installation of over 500 kWp of solar photovoltaic in the past 6 years
- Low Energy Lighting used as a standard on all our projects



## Reduce water consumption

- Leak detection measures are installed on all our project as standard
- A pilot project will soon begin to determine a starting point from which to identify targets to reduce our water usage



## Removing single-use plastics

- Avoiding single-use plastic where possible
- Adding water fountains to all sites to reduce plastic bottle waste



## Including BREEAM assessments on new projects

- All projects undergo BREEAM assessments, achieving at minimum a “Good” rating



## Registering projects with the Considerate Constructors Scheme (CCS)

- An extra step taken to insure our constructing standards are above regulatory standards



## Transition to an LEV fleet

- Electric vehicle charging points will be available on all sites by 2024
- Pilot program with our first LEV set to begin in 2022



# Community - initiatives

We know our project sites can be a bit loud and messy, so we want to make sure we prioritise giving back to the **communities** we work in. Outlined below are ways we are ensuring we respect the communities where our project sites are located.



## Annual Christmas fundraiser for local charities

- Each year we partner with a different charity to raise money for over the Christmas period. Last Christmas, we raised over £2,000 for Great Ormond Street Hospital



## Consulting with clients on their sustainability priorities

- We always consult individually with our clients to ensure our sustainability goals are in line with their key concerns so our projects best match their expectations and needs



## Reducing noise pollution at sites

- Schedule our work to take place at sociable hours, notifying residents ASAP when this isn't possible
- Add acoustic barriers in place where possible



## Complaints procedure

- Ensure each site has a simple procedure for community members to report any comments or complaints



# Workforce - initiatives

*It's impossible to work towards a more sustainable future without investing in the people who make it all happen - our **workforce**. The initiatives listed below are how we hope to empower and support our workforce.*



## Modern Slavery and Diversity & Equality policies

- Updated policies help ensure our workforce can operate safely and are hired through fair and equitable practices



## Training opportunities for personal and professional development

- Frequent personal and professional training opportunities are available for all staff members



## Anonymous portal for comments or feedback

- An anonymous portal for comments and feedback allows our employees to more comfortably report any issues or concerns



## Reusable water bottles / coffee cups for employees

- Providing our employees with reusable containers for them to use both in and outside of work, encouraging them to stay hydrated and also reduce single-use plastic



# Stay connected

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**Harmonix**