



UK ELECTRICAL

# SUSTAINABILITY STRATEGY & REPORT 2024



# BUILDING ON FIRM FOUNDATIONS

When UK Electrical was established in 1995 the dream was to build a company where staff felt valued, that always put people first, and which delivered projects with honesty, flexibility and transparency. We are proud of what we have achieved in the ensuing years, and these social values now form the core of our wider Environmental, Social and Governance (ESG) strategy.

Our work with consultancy Wylde Connections is helping us take the next steps as an ethical and responsible business. Developing this strategy has opened our eyes to what being sustainable is all about and how to embed its principles throughout our organisation. It has broadened our knowledge and awareness of the impacts that businesses have on people and planet and why it is important that we take account of these across all our business operations. The added benefits of doing this is that it also helps UK Electrical build resilience and gain a competitive edge.

Like many businesses, we faced increased pressure from customers to report on our ESG credentials. That led us to start gathering data on our GHG (Greenhouse Gas) emissions and begin the process of reducing our carbon footprint. Be it installing solar panels on the roof of our building, minimising trips to site, or introducing electric vehicles, we are making great progress in reducing our negative impacts.

We are now extending our sphere of influence by ensuring the businesses we work with share our vision and values. We are encouraging our supply chain to embrace best practice and at the same time, we are sharing our experiences with others in the sector and collaborating with other trades to deliver more sustainable projects.

The decision to embark on our sustainability journey has been met with great enthusiasm amongst staff who want to play their part in driving positive change. There is a real sense of camaraderie as we work together to not only reduce negative environmental impact, but find ways of being regenerative, such as supporting biodiversity.

Employee buy-in is critical and they will feed into our decision making every step of the way. They will also inspire us to take even greater strides as a socially responsible business. From supporting local charities to training mental health champions in the workplace, we are passionate about giving everyone an opportunity to fulfil their potential.

Valuing and enhancing human capital will be key to our future success. Be it staff, suppliers or fellow contractors, we call on all stakeholders to join us on our journey. We are more than the sum of our parts and together we can help secure a fairer and more sustainable future for all.



**Steve Fellows**  
Managing Director



**Debbie Fellows**  
Operations Director



The UK Electrical team helped to create a sensory community garden for local charity St Basils

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Wylde Connections Ltd.  
[www.wyldeconnections.co.uk](http://www.wyldeconnections.co.uk)

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# WHO WE ARE, WHAT WE DO, AND WHAT WE STAND FOR

At UK Electrical, we specialise in electrical design and installation for new-build industrial developments. From our purpose-built premises in Bromsgrove, we manage projects across the whole of the UK.

## Our mission

Our mission is to deliver innovative energy efficient solutions that meet the evolving needs of our clients, the people that will use the spaces we design, and support the global sustainability agenda so that we can contribute to a world that our team, our children and grandchildren can continue enjoy.



## Key Services

- Delivery of the electrical services for the CAT A fit out of large of industrial units used for warehousing, distribution, and manufacturing
- CAT B full-fit outs tailored to the occupants' needs

As a family business, we look at success, through the value we deliver, fostering strong relationships, and building trust through our operations and interactions. Our unified, purpose-driven team culture supports our social and environmental responsibilities while achieving our business goals.

## Impact Highlights for 2022-23

### Turnover

£15,000,000

### Carbon Footprint

Since our baseline year of 2021-22, we have reduced emissions from our direct day-to-day operations by 13.1%. However, due to the size and type of projects we delivered this year, our project-based emissions increased by 610%. (For more detail, refer to pages 17 to 24)

### Community Engagement

Our team contributed 360 volunteering hours in 2023

### Health and Safety

Only one Health & Safety incident in the past four years (2020)

### Training

Staff received an average of 251 training hours each, totalling 6528 hours in 2023, across health & safety, sustainability, health and wellbeing, and technical upskilling



# OUR SUSTAINABILITY JOURNEY

UK Electrical has grown significantly over nearly three decades, evolving from a small electrical contractor to a leader in designing solutions for renowned global brands and some of the biggest names in the UK construction sector. To stay ahead in a changing landscape, we have committed to a holistic sustainability strategy, ensuring we contribute to a safer, fairer, and brighter world while continuing to deliver excellence.

## Calculating our baseline emissions



In 2023 we engaged consultancy Wylde Connections to support us in defining and reporting on our baseline carbon emissions. Despite our strong data foundation, gathering historical data was more demanding than expected.

Our audit was carried out by Wylde using the Compare Your Footprint (CYF) carbon calculator. The calculator meets the GHG Protocol, the global standard for calculating corporate GHG emissions and complies with ISO 14064-1:2018. Our inputted data incorporates comprehensive\* Scope 3 categories, providing a full emissions overview for the reporting year from December 1, 2021, to November 30, 2022. We have also just completed our second year of reporting covering our 2022-23 financial reporting year, in which we included even more detailed material types.

We are committed to continuously improving the quality of our data and in our second reporting year have expanded our scope 3 categories. We are now reporting on a greater range of activity data to provide

us with a more accurate understanding of our emissions contributions. The findings are covered in more detail on pages 17 to 24.

Whilst we collect data on operational business and project-based emissions as part of our journey toward Net Zero, we recognise focusing solely on this will not solve the environmental challenges we face. Addressing the finite nature of Earth's resources also needs to be part of our approach to responsible production and consumption.

One area where we can have a significant impact as part of our overall strategy is prioritising dematerialisation. This concept refers to "the reduction or elimination of physical materials and resources used in a process, product, or system.

In the construction industry, dematerialization aims to optimise resource utilization, minimise waste, and enhance sustainability. Find out how we are doing this through our BIM (Building Information Modelling) design and revised procurement practices on page 14.

## Our goals



As a preferred supplier in a green supply chain initiative, we have been tasked with reducing operational emissions by 10% annually and project emissions by 30% by 2025. But at UK Electrical we want to go a step further and align with science-based targets for our carbon reduction strategy, without relying on carbon credits to offset our unavoidable emissions. This is a big ambition for a business of our size, and one that will require commitment and contribution across various sectors.

## Our challenges

Challenges remain, especially in controlling supply chain emissions and obtaining activity data from our smaller suppliers, some of whom are sole traders. Additionally, much of the sector lacks sufficient Environmental Product Declarations (EPDs) for accurate conversion factors.

Our project-based emissions are also at the mercy of the size and requirements of each of our builds. As a result, we anticipate that our project-based emissions will fluctuate, as you can see from this year's carbon footprint report.

## Our learning journey



In 2023 our senior management team completed five in-depth workshops hosted by Wylde Connections. These workshops helped us to define our sustainability goals and identify how UK Electrical can contribute to the Sustainable Development Goals (SDG) by bringing our industry knowledge, skills and expertise to the table. For more information about the SDGs see page 29.



# Industry recognition

Our efforts are supported by robust policies and industry endorsements



We currently hold Ecovadis Bronze accreditation, placing us in the top 35% of performers for sustainability in our sector.



### Construction Line Gold

Construction Line Gold shows that we have met the required standards for...

- Environmental management
- Equality
- Diversity
- Modern slavery
- Anti-bribery
- Corruption



### CHAS Elite

CHAS Elite is a mark of distinction which demonstrates that UK Electrical goes above & beyond standard health and safety practices. It reflects our commitment to continuous improvement and excellence in health and safety management.



# Initiatives we have already introduced



- We have installed Photovoltaic (PV) solar panels at our head office in June 2024. These will use renewable energy to power our offices and EV chargers for staff use
- We have replaced 60% of our van fleet with 6-seater vans so that six people can travel to site in one vehicle. This not only reduces our fuel usage but minimises the number of vans travelling to site and contributes to cleaner air for the communities in and around the construction zones. Currently Electric Vehicles (EVs) are not a viable option but we will continue to monitor this sector
- Where possible we have replaced electric and diesel Mobile Elevated Working Platforms (MEWPS) with manual wind-up models
- We installed EV chargers at our head office
- We introduced hybrid cars for managers



# Initiatives we are introducing in 2024



- We are working with wholesalers to limit the number of deliveries to site to a maximum of two per week
- Collaboration with suppliers and wholesalers to replace cardboard packaging with alternatives such as hessian, or to re-use cardboard packages returned from our sites
- Family friendly policy
- Staff wellbeing initiatives
- Mental health training and support
- Replacing paper-based site forms with electronic forms, reducing paper usage



# OUR ROADMAP



UK ELECTRICAL



PAST

Achieved Construction Line Gold every year since 2019

PAST

Achieved EcoVadis Bronze - 2024

FUTURE

Achieve Ecovadis Gold - 2026

FUTURE

Reduce GHG emissions by 50% - 2030

FUTURE

Reach Operational Net Zero - 2050

FUTURE

Build wildlife garden at Head Office - 2024

PAST

Installed PV at Head Office - 2024

FUTURE

Achieve EcoVadis Silver - 2025

PAST

Calculated GHG baselines - 2022 & 2023



# HOW WE MEASURE SUCCESS

We believe in measuring what we value to drive our sustainability strategy forward, focusing on what matters most to our business, community, and wider societal goals. Our commitment extends to the health of our workforce, the stability of nature, and the climate.

## Fostering unity and shared purpose



As a family business, we prioritise success, relationship building, and trust. Our commitment to a unified, purpose-driven team culture and industry collaborations enhances our efforts in contributing to UNSDGs while achieving our business goals.

We have worked with the same suppliers since opening our doors and have employees who have been with us for over 23 years. So, we do not just say that people matter to our success, we have the track record to prove it.

### Women in the Business

At UK Electrical we are proud that 6 out of our 29 staff are women (21%), which is above the industry average of 12%. Of those six, only one holds industry-recognised technical qualifications.

The electrical trade is the 2nd most underrepresented trade in the construction sector, with only 4,177 registered female electricians in the UK, making up just 1.73% of the sector. As both the energy and construction sector of which we uphold needs to adapt for the needs of the future, it is critical that we upskill as many technicians as possible for a green economy, and getting more females into technical roles has a part to play in that shift.

As an SME, we are committed to challenging this status quo, but we are limited in what we can do if it is not being addressed as a sector-wide issue. However, this what we commit to achieving:

KEY PERFORMANCE INDICATOR	TODAY	2026 TARGET	2030 TARGET
% Women in the business	21%	24%	30%
% Qualified female technicians in the business	3%	7%	10%

## Cultivating community and social responsibility



We believe in giving back and building strong relationships with our team, local community, suppliers, clients, and contractors.

We also recognise that climate change threatens fundamental human rights, such as access to clean water, food, health, and housing. We have a responsibility to help prevent climate change's adverse effects through reducing our reliance on fossil fuels from start to finish of our value chain. Our climate action is a crucial part of our approach to social responsibility.

### Cost-Of-Living

The cost-of-living crisis in the UK is a real concern for many right now. We offer long-term career opportunities for local people, including recruiting and training up to five apprentices a year, contributing to decent work and economic growth in the region. We pay our apprentices and electricians the highest rate set by the Joint Industry Board (JIB) or the national living wage – whichever is higher.

### Giving Back

UK Electrical is a supporter of St Basils youth homelessness charity. The charity supports youngsters between 16 and 25 years old who are at risk of or already homeless. It provides safe accommodation where they can live, learn and grow.

In 2023, our team volunteered 360 hours to supporting St Basils with initiatives such as transforming a derelict space behind the St Basils Bromsgrove Bistro into a warm and welcoming sensory garden for the community to enjoy.

Our staff and suppliers also donated £3,600 worth of essentials to the youngsters living in the St Basils who were struggling to make ends-meet during the cost-of-living crisis.

KEY PERFORMANCE INDICATOR	TODAY	2026 TARGET	2030 TARGET
Number of Climate Action initiatives	5	6	8
Total Emissions in tCO2e	1883	29% reduction	50% reduction
Number Voluntary hours	360 hours	400 hours (with the option for staff to choose their own charity)	500 hours
£ Donations	£3,600	£5000	£10,000

# Pioneering progress and innovation



We focus on continuous improvement and innovation in everything we do, including reducing our environmental impact on projects.

## Use of BIM

One of them main ways we achieve this is by using Building Information Software (BIM) on 80% of our projects.

By collaborating with all trades on projects using BIM we spot clashes and create a first-time implementation plan which prevents works on site being duplicated, (as often happened previously).

The accuracy of our design in BIM also reduces waste as we procure exact amounts of required materials. By optimising designs early, we can minimise waste and reduce emissions of our projects.



## Dematerialisation

Another initiative we have introduced is to procure recycled materials wherever possible.

As part of our dematerialisation approach, we are proactively procuring galvanised steel with 20%-40% recycled content, reducing our carbon footprint compared to virgin materials.

We estimate a reduction of 14% in emissions from purchased steel with 20% recycled content, and 29% for steel with 40% recycled content for 2022-23.

This calculation is based on conversion factors from the Ecoinvent database as there is insufficient data available to use the circularity equation in the Product Environmental Footprint (PEF) guidelines. This is due to the complexity of the steel supply chain and not having sufficient data to use the circularity equation of the Product Environmental Footprint (PEF) guidelines.

It should be noted, that currently the CYF database which we use for our emissions calculations, does not have the option to report on recycled steel, so our emissions for the use of steel in both reporting years are based on virgin steel.

KEY PERFORMANCE INDICATOR	TODAY	2026 TARGET	2030 TARGET
Total % of emissions: Embodied carbon on projects CAT A	23% (Total emissions: 430 tCO2e)	Maintain	Reduce by 20%
Total % of emissions: Embodied carbon on CAT B typical	72% (Total emissions: 1,347 tCO2e)	Maintain	Reduce by 20%
Total % of emissions: Diesel – deliveries to site (upstream freight)	8% (Total emissions: 157 tCO2e)	25% reduction from baseline year	40% reduction from baseline year

We are introducing various initiatives to reduce our GHG emissions including:

- Increase the amount of recycled materials we use
- Using more local suppliers
- Introduction of strict procurement procedures that will see materials purchased in bulk and site supervisors incentivised to reduce the number of deliveries to site
- We anticipate that as more EPDs and material databases become available for electrical items, it will further improve the quality of the data and emissions factors we report on

# Championing excellence and growth



Success for us extends beyond profit, and we are incredibly proud of our investment in training for our team.

In 2023, our staff received an average of 251 training hours each, totalling 6,528 hours across health and safety, environmental sustainability, health and wellbeing, and technical upskilling. We see this time and energy as an investment, not only in developing our people, but in being a sustainable business.

KEY PERFORMANCE INDICATOR	TODAY	2026 TARGET	2030 TARGET
£ Turnover	£15,000,000	£18,000,000	£20,000,000
Number of Training Hours	6528 hours	7500 hours	8500 hours

# Championing safety and wellbeing



The health and safety of our team is paramount, and we have the track record to prove it. We recorded just one health and safety incident in the past four years (2020) and have had zero incidents since. In 2023, our engineers worked 50,600 hours with zero lost time due to accidents.

Beyond physical safety, we recognise the need to address mental health in our business. With 73% of UK construction workers experiencing mental health issues monthly, we aim to lead by example in supporting our workforce.

In 2024 we launched our mental health support initiative. As part of this we have trained 2 mental health first aiders and 3 mental health champions. We have also signed up all our employees to the Lighthouse Charity mental health learning portal, where they can access a multitude of learning materials.

# OUR CARBON FOOTPRINT



The UK construction sector has committed to achieving Net Zero by 2050. UK Electrical wishes to help meet that goal.

As a provider of services for Net Zero buildings in line with the UK Green Building Council and the Royal Institute of Chartered Surveyors (RICS), we have undertaken to measure, reduce and report on the contribution of global heating, pollution and generation of greenhouse gases we emit into the atmosphere to run our business.

Over the past two years, we have gathered data on our emissions and identified the most significant sources of carbon output. Our goal is now to focus on reducing these emissions in line with science-based targets that aim to keep global temperature rise below 1.5°C above pre-industrial levels.

Our total emissions: This includes both our operational and project-based emissions

- 2021-2022: 390.469 tCO2e
- 2022-2023: 1,882.825 tCO2e



As a signatory of the SME Climate Hub, we are committed to:

- Halving our greenhouse gas emissions from our baseline year by 2030, which will require annual reductions of 30%
- Achieving net-zero emissions by 2050
- Disclosing our progress annually

We are dedicated to continuously improving our data collection and exceeding the reduction targets set by our customers.



## Progress in Scope 1 and 2 emissions

We have successfully reduced our Scope 1 and 2 operational emissions by 26% and 2.5% respectively, which include:

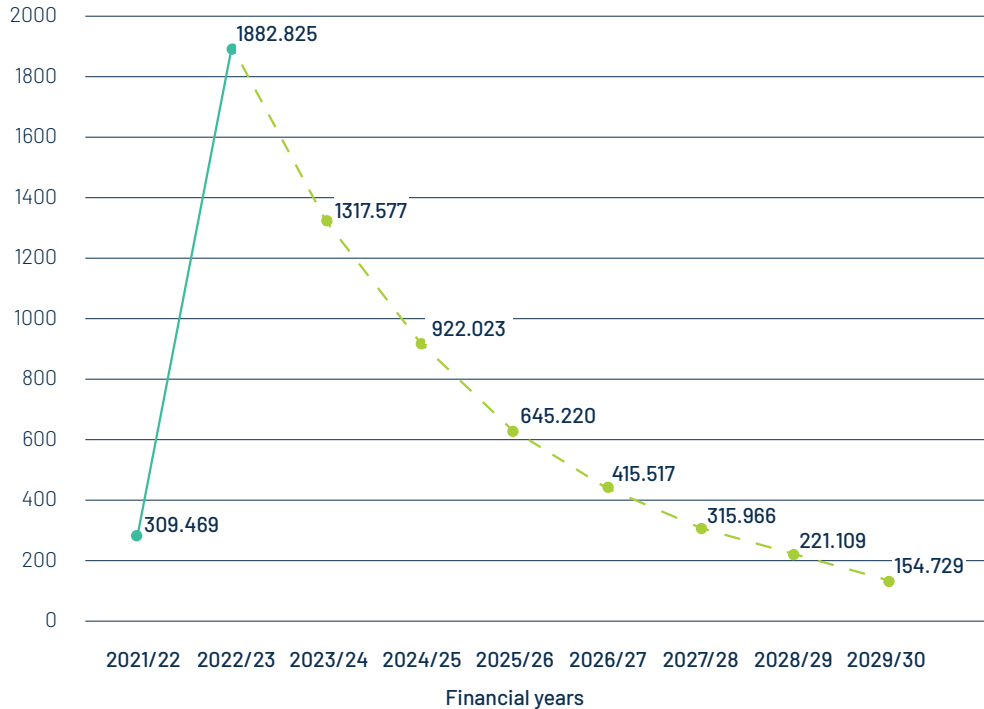
- Scope 1: Direct emissions from company-owned vehicles and equipment
- Scope 2: Indirect emissions from purchased electricity to power our Head Office

## Scope 3

In our baseline year, 2021-22, our operational-based emissions from our Head Office were 56.281 tCO<sub>2</sub>e and we saw a 33% reduction in our 2022/23 reporting year. However, our project-based emissions were increased from 251.061 tCO<sub>2</sub>e in our baseline year, to 1781.966 tCO<sub>2</sub>e in our second reporting year, which contributed to the significant increase in total scope 3 emissions. These project-based emissions were from seven base build CAT A projects, ranging from 17,500 m<sup>2</sup> to 51,000 m<sup>2</sup>, and our largest project to date, a 216,778 m<sup>2</sup> CAT B fit-out for project C3998 West Midlands. The CAT B project significantly increased our emissions, with it contributing towards 74% of our total scope 3 emissions.

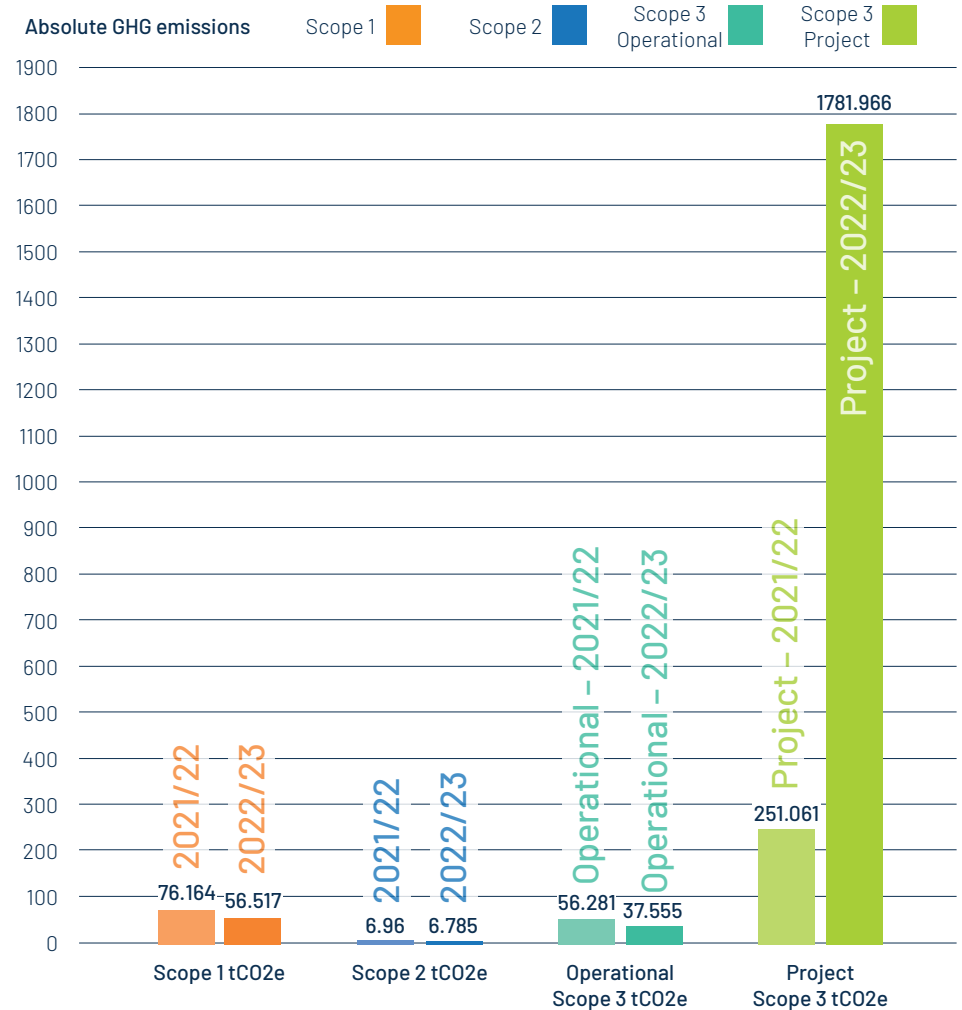
Our decarbonisation strategy means we have an 30% year on year reduction target to halve our total emissions by 2030 and then reach real zero by 2050 in line with science-based targets.

Total tCO<sub>2</sub>e 2030 reduction path



## Our total emissions

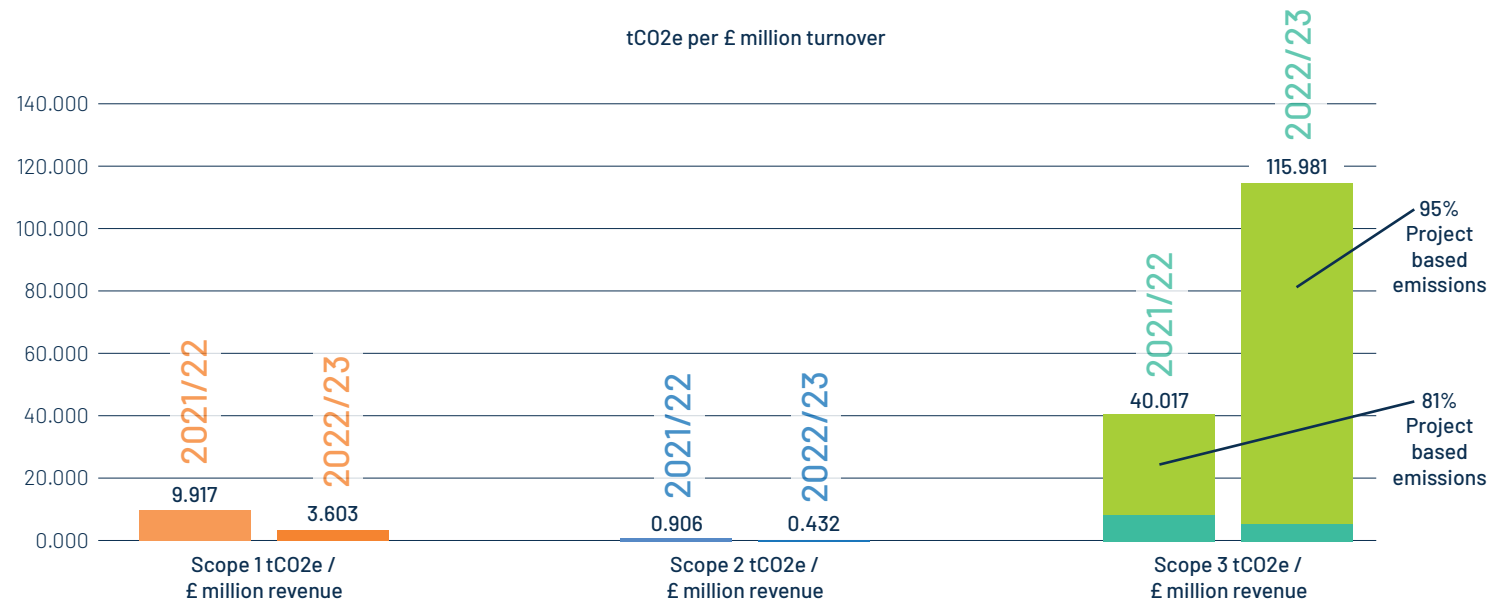
We present both our total emissions and carbon intensity metrics to provide a comprehensive view of our environmental performance. Total emissions offer an absolute measure of our overall impact, crucial for tracking progress towards our reduction targets. However, we also report carbon intensity, measuring emissions relative to turnover and floor space (m<sup>2</sup>). These intensity metrics allow for meaningful comparisons across time periods and projects, even as our business grows or changes. By reporting both absolute and intensity figures, we demonstrate our commitment to transparency while offering insights into both the scale of our impact and the efficiency of our operations relative to our business activities.



All emissions figures quoted are location based, as per the GHG Protocol. Market-based emissions are available in our detailed carbon footprint report.

## Emissions per £ million turnover

We've seen a reduction in scopes 1 and 2 by 64% and 52% respectively. Our total scope 3 intensity increased by 190%. This is due to project-based emissions increasing from 81% per £million in our baseline year, to 95% in 2022/23.

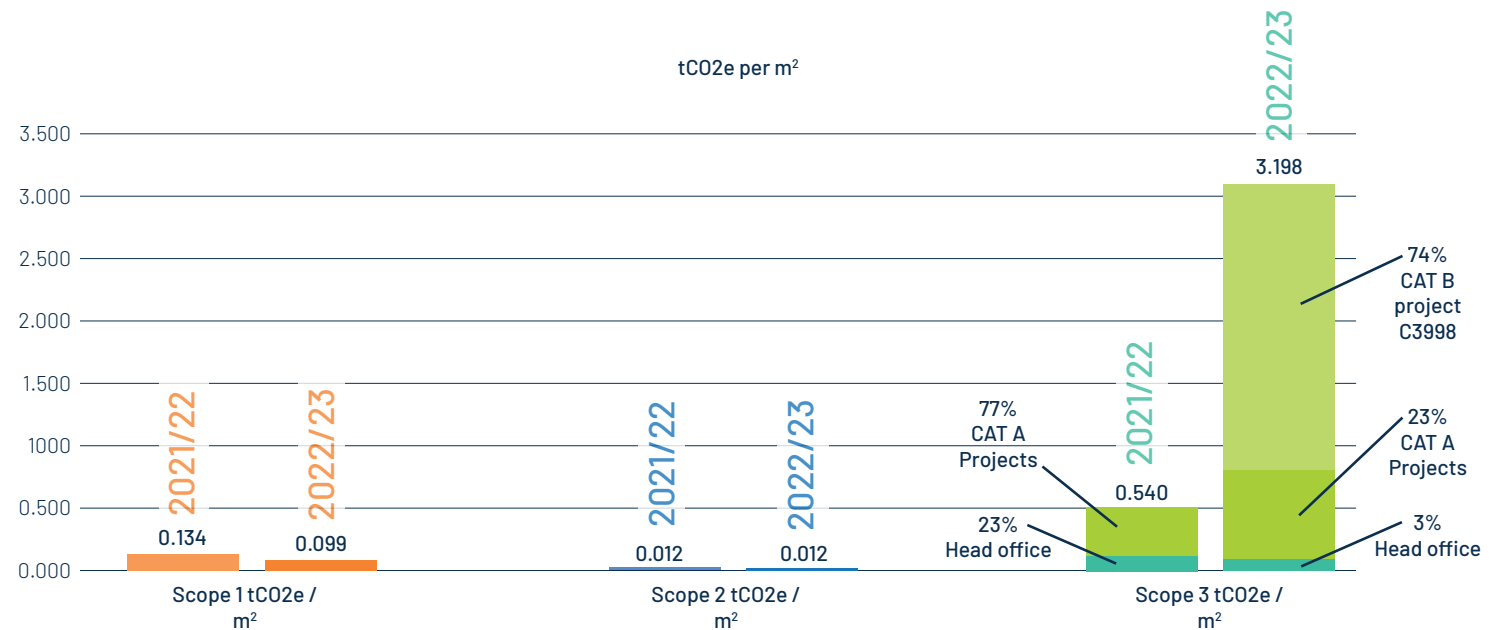


## Emissions per m<sup>2</sup>

Our scope 1 emissions fell by 26% per m<sup>2</sup> in our second reporting year. Scope 2 emissions remained unchanged, however, our scope 3 emissions increased significantly, by 492%. This is due to a single CAT B project which accounted for 74% of our total scope 3 emissions. Seven CAT A projects carried out in the reporting year contributed 23% and our Head Office only accounted for 3%.

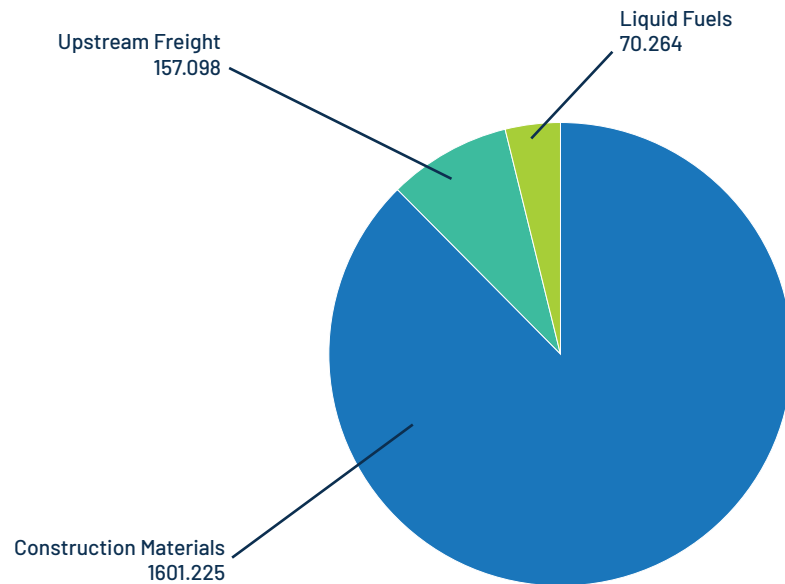
### Average emissions by m<sup>2</sup> per project type:

- Total Average: 2.7 kgCO<sub>2</sub>e/m<sup>2</sup>
- CAT A Base Build Average: 2.32 kgCO<sub>2</sub>e/m<sup>2</sup>
- CAT B Fit-Out Average: 6.21 kgCO<sub>2</sub>e/m<sup>2</sup>



## Our emissions hotspots

Our data review revealed three key categories responsible for the majority of our emissions. This is where we will be focusing our energy as part of our strategic reduction efforts through 2030 and beyond, as they will have the most significant impact on our journey to net zero by 2050. While we have limited direct control over project-dependent emissions, we aim to influence our supply chain through sustainable procurement policies and practices, and by monitoring emerging technologies and infrastructure. We anticipate our biggest near-term reduction opportunity to come from upstream freight, as we've already taken steps to reduce delivery frequency.



## Key findings

- 1. Construction Materials:** The most significant source of our emissions is the materials we purchase, accounting for 85.4% of our total emissions (Scope 3).
- 2. Upstream Freight:** The second-largest category is the transportation of materials from suppliers to our sites (Scope 3).
- 3. Liquid Fuels:** The biggest contributor to our Scope 1 emissions is the diesel used to fuel our vans and equipment on-site. Whilst we have some control over the vehicles and machinery we use, reducing this further depends on the availability of suitable alternative fuels and EV infrastructure.

## Emissions modeling, reduction strategies and resource savings opportunities

By being aware of these impacts, we intend to use our BIM and Trimble Electrical Design technology more effectively and efficiently during the design phase. By modeling our emissions and setting material reduction targets, we can make informed procurement choices that reduce emissions in future projects.

This approach ensures a balance between meeting operational needs, delivering excellence and minimising our environmental footprint. This footprint includes not only carbon emissions, but also toxic substances such as plastics and other electrical insulation materials that if not contained would leach into the soil and waterways.

## A spotlight on CAT B project C3998

The CAT B project C3998 we completed in 2023 demonstrates the scale and complexity of major CAT B fit-out projects we are capable of delivering for our clients.

The following data highlights the environmental impact and emissions reduction challenges of carrying out large scale fit out work. Despite this being an outlier in the scope and scale of builds we have provided to date, it is a useful exercise to recognise the environmental implications of this type of project. It also provides a valuable baseline for any future CAT B projects we will undertake.

The CAT B project C3998 contributed a significant increase in our annual turnover, however it also contributed to total of 1,347 tCO2e to our project-based emissions and required 87190 man hours to complete.

The tables below illustrates the kg of materials used on a typical CAT A project, compared with the CAT B project we carried out at CAT B project C3998:

CAT A FIT OUT - BUILDING SIZE 11.199m <sup>2</sup>						
Galv steel kg	Cooper kg	Light fittings kg	Rigid plastic kg	Rolled steel kg	PVC kg	HDPE pipe kg
12512.53	6945.38	1080.96	0.00825	241.64	1196.93	15.8333

CAT B FIT OUT - BUILDING SIZE 216.788m <sup>2</sup>						
Galv steel kg	Cooper kg	Light fittings kg	Rigid plastic kg	Rolled steel kg	PVC kg	HDPE pipe kg
240895	90526.6	25255.8	0.21959	38801.7	29915.4	3408.33

## CAT B project C3998 before and after



The CAT B project C3998 demonstrates the scale and complexity of major CAT B fit-out projects



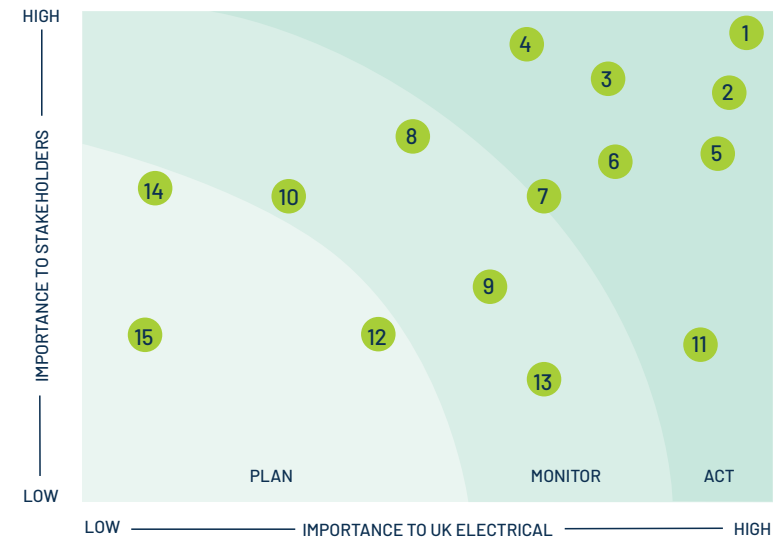
# MAPPING OUR PRIORITIES

To understand the issues that matter most to our business and stakeholders, we conducted an internal double materiality assessment. This involved examining industry-specific issues and broader economic trends that could impact our business over the next year, as well as how our activities affect society and the environment.

We visualised the issues identified by our management team and consulting partners to show their importance to our business and assumed significance to stakeholders.

Although we did not survey stakeholders due to time and resource constraints, we performed a stakeholder mapping exercise. This helped us understand the needs and expectations of various groups based on extensive research of these groups, including ecosystem services we depend on, and the future generations affected by our decisions.

- 1 Climate Change
- 2 Resource Scarcity
- 3 Energy and Fuel
- 4 Employee Health and Wellbeing
- 5 Cyber Security Risks
- 6 GHG Emissions, Pollution & Air Quality
- 7 Nature and Biodiversity Loss
- 8 Gender Equality and Belonging
- 9 World Politics
- 10 Freelance and Independent Working
- 11 Upskilling and Training
- 12 Smart Urbanisation
- 13 Technology and Automation Change
- 14 Water Quality and Availability
- 15 Demographic Change



# Materiality review process

We will conduct a materiality assessment annually to identify the most significant sustainability topics as they evolve. This process will review the topics in our ESG reporting and align them with the SDGs, prioritising those impacted most by our business.

## Material issues



### Environmental

- Planetary Boundaries
- GHG Emissions, Pollution & Air Quality
- Energy & Fuel
- Resource Availability & Material Extraction
- Waste
- Nature



### Social

- Employee Health & Wellbeing
- Product Design & Lifecycle Management
- Upskilling & Training
- Community Wellbeing
- Gender Equality and Belonging
- Consumer Trends



### Governance

- Supply Chain & Procurement
- Legislation & Regulatory Compliance
- Cyber Security Risks
- Leadership, Ethical and Responsible Business
- Employee and Executive Pay

# Analysis and observations

## Climate change



This is our most important issue. We are working with third parties to measure our GHG emissions and manage our carbon footprint. This involves reducing fuel usage, improving efficiencies, and educating our team and supply chain about climate impacts.



## Nature and biodiversity loss

These are critical issues linked to climate change, freshwater availability, land-use change, and the release of toxic substances like plastics and heavy metals. We aim to reduce our impact on nature by using fewer materials and increasing the amount of recycled content in our purchases wherever possible.

## Health and safety



Ensuring safe and healthy working conditions remains a priority. We continuously refine our risk assessments to maintain a safe environment for all staff. We also address the mental health crisis in the construction sector, supporting our employees accordingly.



## Innovation and dematerialisation

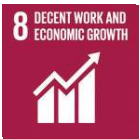
Our BIM software helps us reduce materials in the design phase, where we have the most opportunity to make significant savings. By optimising designs early, we can minimise waste and enhance the sustainability of our projects.



## Emerging legislation and regulatory changes

We recognise the need to stay abreast of the rapidly changing regulatory landscape in the UK construction sector. Key changes include new public procurement rules, biodiversity net gain requirements, and updated duty holder and competence regulations. These changes will impact how we manage safety, procurement, and environmental responsibilities in our projects.

## Employee development



We are investing in training to improve our team's understanding of climate risks and industry-specific skills. We have engaged third-party trainers to provide interesting and relevant training programmes.



## Cyber security

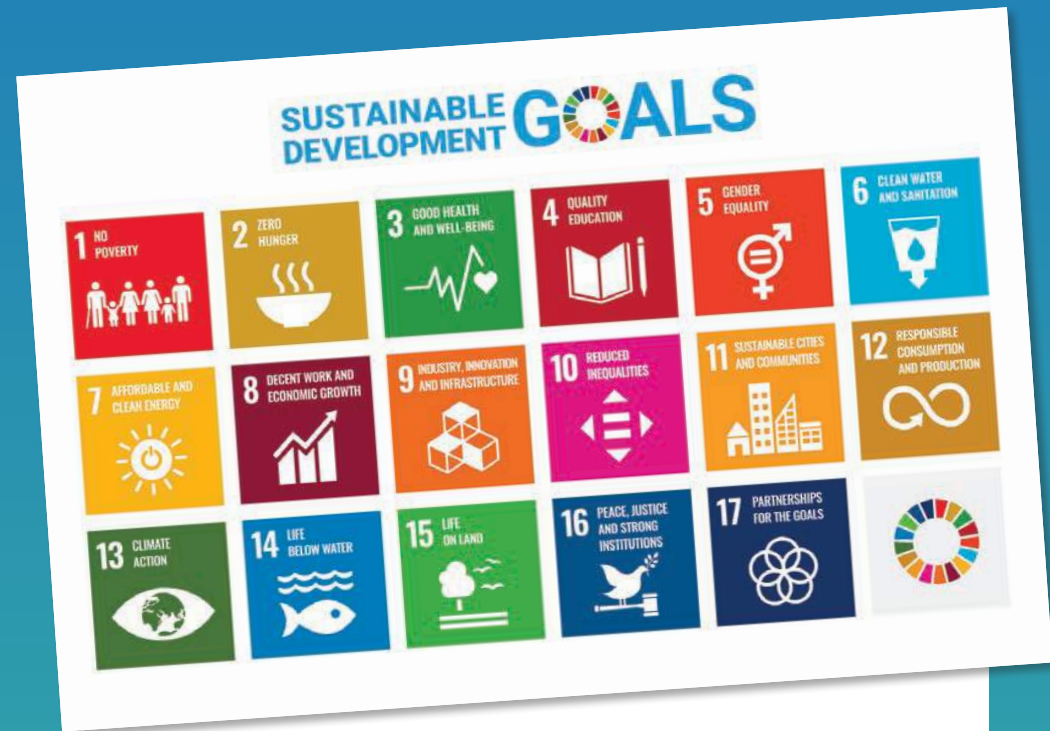


This is one of the biggest business risks for companies today. We have enhanced our monitoring and implemented new measures to improve system security. Our staff

receive regular cyber security training. We are also Cyber Essentials accredited. The Cyber Essentials scheme is a UK government-backed framework supported by the NCSC (National Cyber Security Centre). Accreditation demonstrates that we have the technology in place to protect against the most common cyber threats and it provides peace of mind for our customers.



# Sustainable Development Goals



The SDGs are made up of 17 global goals designed to transform our world by 2030. They encompass a range of issues seeking to end poverty, fight injustice, and tackle climate change. They were developed with the help of key stakeholders across the 193 member states and offer a useful framework for developing sustainability strategies.

We have aligned our material topics with the SDGs, identifying the 8 goals most impacted by our business. These are the areas where we have the greatest opportunity to increase our positive contribution or where we need to focus on mitigating negative impact. Yet it is important to understand that the goals are interdependent and there is potential for our interventions to encompass many more than those highlighted in our materiality review. This alignment will guide our corporate sustainability reporting and prioritise key SDGs for next 12 – 24 months.

### The SDGs most impacted by UKE are:

- 3 – Good health and wellbeing
- 4 – Quality education
- 8 – Decent work and economic growth
- 9 – Industry, innovation and infrastructure
- 12 – Responsible consumption and production
- 13 – Climate action
- 14 – Life below water
- 15 – Life on land
- 16 – Peace, justice and strong institutions
- 17 – Partnerships for the goals



# EMBEDDING BEST PRACTICE

Sustainability consultancy Wylde Connections is working with UK Electrical to develop and implement a detailed sustainability strategy. Managing Director Denise Taylor reflects on how the partnership is helping embed best practice.

Initially, when the business engaged Wylde, there was a requirement for it to establish its baseline Greenhouse Gas emissions to satisfy the pressures being felt from its customers. Once we had completed that project, the focus was then shifted to developing their Sustainability Strategy and Action Plan. Every step of the way, the UK Electrical team embraced the process, and always wanted to go the extra mile. It is important to the senior leaders that everything is done right and with the highest integrity.

UK Electrical Installations is a forward-looking and progressive company. When we first met them, it was clear that they were already demonstrating many of the elements of being a responsible and ethical business, which is essentially what sustainability is all about.

The strong culture and values were clear to see and as we got to know the business in more depth, we saw those values actively demonstrated in all the stakeholder relationships. Most companies pride themselves on good customer and employee relations. What is refreshing with UK Electrical is that the positive approach to relationships extends to its suppliers and other stakeholders. It was therefore no surprise to me that the business also proactively engaged in philanthropic activities by supporting local charities.

To achieve this, emphasis is placed on systems and operations that provide visibility and transparency. Accurate data and information are vital to the leaders so they can truly demonstrate the company's sustainability credentials, and importantly they can communicate these effectively both up and down the supply chains.

This approach gives UK Electrical a solid foundation for achieving good governance, as well as underpinning business resilience. Looking beyond this, all the hard work that the team has put into producing a robust and comprehensive Sustainability Strategy means they will now have a competitive advantage.

I am excited to see the steps that UK Electrical takes next in its sustainability journey, and I have no doubt that the business will continue to have positive impacts on society as well as the environment.

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