



FY 2023

Mid-year Progress Report on our ESG Strategy

ENGINEERING | ENERGY | SUSTAINABILITY

Objective and structure

Mid-year progress report

This summary document presents a highlight of progress on commitments and targets made across the five pillars of our ESG strategy since the launch of our maiden report in April earlier this year.

A full update on progress in financial year ending 31 March 2023, will be provided at the start of the next financial year.

This mid-year update is broken into two sections. It contains a one-page high level snapshot of progress followed by a case study with highlights of projects/initiatives implemented across each of our five pillars.

Our ESG progress barometer

For each pillar, our ESG steering group in conjunction with relevant stakeholders has reviewed and identified where we are on our journey towards being truly people-centred, socially-responsive, and climate conscious. This is summarised using these status milestones:

Progress status		Completion rate	Progress description
1.	Mobilising	0%	Not started – still agreeing strategy, approach and delivery team members.
2.	Learning	<25% progress	Started – some projects have been initiated; however, with little or no marked progress.
3.	Accelerating	>25% progress <50%	Some progress – further to project initiation, we've started taking actions and seeing some results.
4.	Embedding	>50% progress <75%	Good progress – actions and initiatives are becoming mainstream and will benefit from some fine tuning.
5.	Leading	>75% progress <100%	Advanced progress – further to embedding projects/initiatives, we're exceeding all our targets and blazing the trail.

At a glance

Mid-year progress of our ESG pillars

PROGRESS STATUS



Health and wellbeing

End FY22
Mid FY23

Diversity, equity and inclusivity

End FY22
Mid FY23

Continuous professional development

End FY22
Mid FY23



Charities and charitable giving

End FY22
Mid FY23

Building links with academia

End FY22
Mid FY23

Industry engagement

End FY22
Mid FY23



Focus on clients

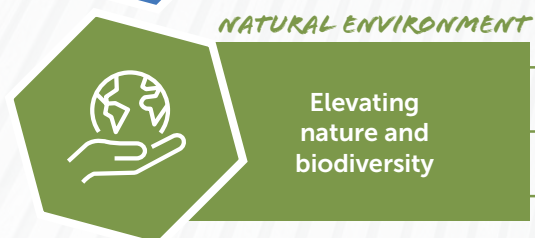
End FY22
Mid FY23

Investing in innovation

End FY22
Mid FY23

Thought leadership

End FY22
Mid FY23



Climate action and leadership

End FY22
Mid FY23

Promote circularity

End FY22
Mid FY23

Biophilic design

End FY22
Mid FY23



Net zero in operation

End FY22
Mid FY23

Enhancing productivity and safety

End FY22
Mid FY23

Sustainable practices and operation

End FY22
Mid FY23

Mobilising

Learning

>0% Score <25%

Accelerating

>25% Score <50%

Embedding

>50% Score <75%

Leading

>75% Score <100%

Our influence:

PEOPLE AND TALENT

In 2022, we set up three employee resource groups (ERGs) led by volunteers from across our business.

The three groups focus on:

- » Sexual orientation with respect to LGBTQ+
- » Race, religion and ethnicity
- » Gender

A fourth group focused on neurodiversity will also be established.

Supported by our People team and our board, these groups are ensuring we all have an opportunity to learn and understand about each other and the consequential benefits of a truly inclusive, supportive and diverse business.

Highlights to date have included:

- 1 International Women's Day:** conversations in every office over refreshments about gender in the workplace, and a specialist guest speaker filmed talking about gender and leadership.
- 2 Pride Month:** educational material posted on the intranet.
- 3 Baby Loss Awareness Week:** heartfelt informative films from two colleagues who have suffered a tragic loss, with advice on support offered by the charity, Sands.
- 4 World Menopause Day:** educational material posted on the intranet.
- 5 Black History Month:** hosting 'let's talk about race' webinars with Business in the Community, in addition to a live discussion on race and gender with Chi Onwurah, Shadow Minister for Strategy, Science and Innovation.



PEOPLE AND TALENT

Putting
our people and
talents first

Health and wellbeing
Diversity, equity and inclusivity
Continuous professional development

Mobilising

Learning

>0% Score <25%

Accelerating

>25% Score <50%

Embedding

>50% Score <75%

Leading

>75% Score <100%

End FY22
Mid FY23

Our influence:

LOCAL COMMUNITY

Week-long STEM initiative for students in Wales:

Inspiring young women from diverse backgrounds to look at engineering as a career choice, we hosted a STEM-focused summer placement week in August 2022.

Our team in Cardiff hosted eight young women aged between 14-18 from diverse backgrounds and schools in south Wales to introduce them to the concept of the workplace and what engineering looks like as a career.

Led by the female engineers in our office, the week was structured around a series of workshops that rotated through our different practice areas.

The students got to experience how to design a new future community from the perspective of energy and sustainability requirements, transport and mobility access, understanding ground conditions to support buildings, and the structural and services design of buildings.

[Read and watch more.](#)

"We feel like they're our friends now. I feel like I could contact them at any time to ask for their advice or their support."

STUDENT FEEDBACK



LOCAL COMMUNITY

Creating social value and partnerships

- Charities and charitable giving
- Building links with academia
- Industry engagement

Mobilising

Learning

>0% Score <25%

Accelerating

>25% Score <50%

Embedding

>50% Score <75%

Leading

>75% Score <100%

End FY22
Mid FY23

Our influence:

CLIENTS AND PROJECTS

Investing in innovative thinking to shape future communities:

Led by our Innovation Delivery team, we're taking a concept to market, to strategic masterplan developers, that demonstrates a new approach to imagining spaces for future communities.

From the design industry, we've adapted an iterative process called the 'Design Thinking Model'. This encourages greater idea generation at the very start of a masterplan process.

We describe it as unconstrained thinking, helping project teams imagine how people will live, interact and work in communities in decades to come.

Delivered in three sequential sprints over a three-month period we use techniques such as Pip Deck cards to draw out 'what if' moments and tell a story about a future community.

The output is a defined strategic brief for a masterplan site. Our innovative approach is being used with two major strategic masterplan developers who have three sites that will deliver over 13,000 homes in total.



CLIENTS AND PROJECTS

Championing innovation and resilience

Focus on clients

Investing in innovation

Thought leadership

Mobilising

Learning

>0% Score <25%

Accelerating

>25% Score <50%

Embedding

>50% Score <75%

Leading

>75% Score <100%

End FY22
Mid FY23

Our influence:

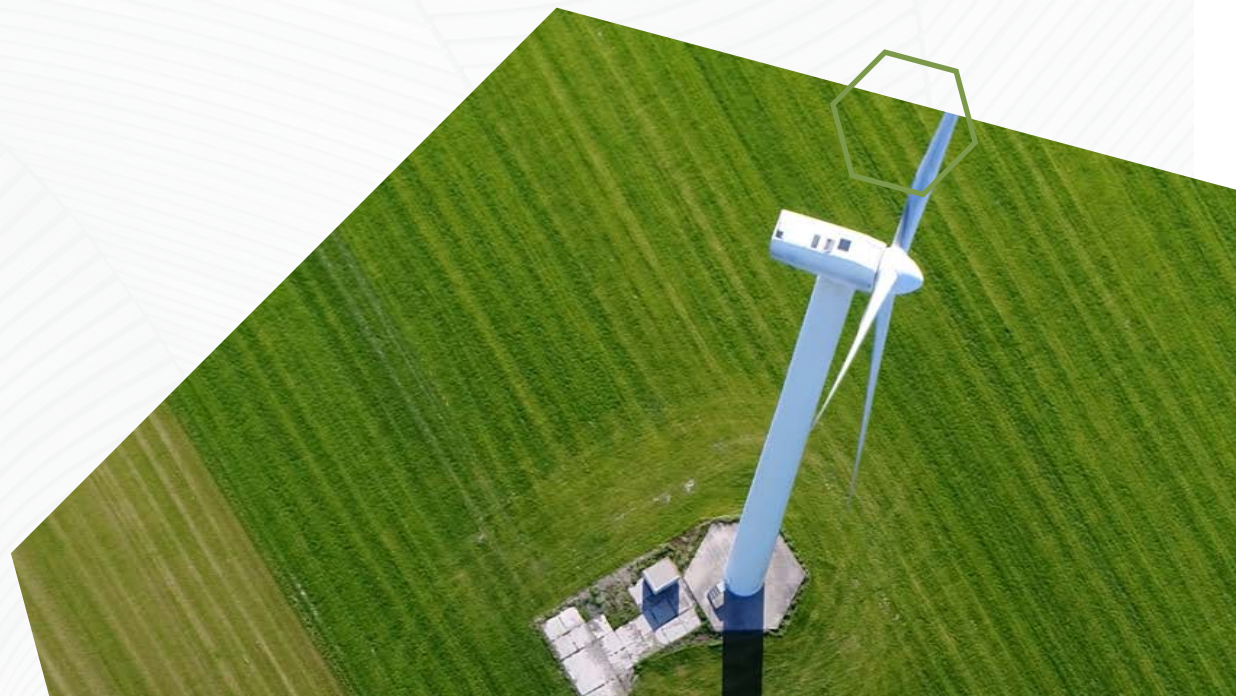
NATURAL ENVIRONMENT

Driving change through the UK Green Building Council:

In June 2022 we became a partner on the UK Green Building Council's (UKGBC) Resilience and Nature Programme.

Alongside other leading players in the industry, we are advancing research, thinking, policy and commitment to help the built environment achieve a UKGBC ambition to ensure all buildings and infrastructure by 2030 are climate resilient throughout their lifetime, maximising environmental net gains by prioritising nature-based solutions.

It's a programme that sets targets for climate adaptation in the built environment. Our collaborative influence on the programme will help promote principles of circular economy, nature-based solutions finance, and a nature and resilience policy playbook.



NATURAL ENVIRONMENT

Elevating
nature and
biodiversity

Climate action and leadership
Promote circularity
Biophilic design

Mobilising

Learning

>0% Score <25%

Accelerating

>25% Score <50%

Embedding

>50% Score <75%

Leading

>75% Score <100%

End FY22
Mid FY23

Our influence:

ASSETS AND OPERATION

Assured governance on our IT security strategy:

Maintaining the highest levels of IT security across our multi-dimensional business is critical in keeping our clients and employee's information safe, and our reputation intact.

In September 2022, we once again secured the renowned Cyber Essentials Plus certificate of assurance for a further 12 months.

With a wide number of devices in operation, a large office estate, and an active approach to hybrid working, this is a rigorous assessment process.

The positive result is testament to the governance processes we have in place to protect and maintain our IT network.



ASSETS AND OPERATION

Enabling responsible growth

Net zero in operation

Enhancing productivity and safety

Sustainable practices and operation

Mobilising

Learning

>0% Score <25%

Accelerating

>25% Score <50%

Embedding

>50% Score <75%

Leading

>75% Score <100%

End FY22
Mid FY23



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Business Network

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