HEALTH SAFETY
ENVIRONMENT
QUALITY
2016

Gilbert-Ash

A fresh perspective on building
The company monitors and measures all aspects of its health, safety and environmental management performance. We are committed to ensuring the health and safety of everyone involved in our projects, protecting the natural environment throughout all of our operations, and encouraging a culture where we can continue to improve our overall business performance.

New Health & Well Being Focus Group formed in 2016 delivering the following initiatives:

- £ for lb
- Get Fit With Chip
- Healthy Living & Wellbeing
- BHF Charity Spin
- Health & Wellbeing Conference
- £ for lb Celebration & Presentation
- Cancer Focus NI (Care in Sun)
- Grand Fondo Race
- Health Focus Week
- Face Fit
- Depression Alliance
- Cancer Focus N.I
- Diabetes UK
- Nutrition Talk
- Europa Annual Awareness Conference
- Financial Awareness Talk
- Employers for Childcare Family Friendly Awards
- Jeans for Genes Day
- Activity Works
- World Mental Health Day
- YOGA
- Addicted at Work
- Build Health Conference
- Alcohol Awareness Week
- NISG Conference - Mental Health
- Run In The Dark
- Health & Wellbeing Steering Group
- Cancer Focus Gift Wrapping
- Christmas get-together
- Skin Cancer Awareness Campaign
- Employee for childcare event and vouchers
- Eye Protection Campaign

Health Focus Week 2016
The topics we promoted during Health Focus Week 2016 were:

1. Mental Health & Wellbeing
2. Cancer
3. Diabetes
4. Keeping Active
5. Smoke, Drink & Drugs

Due to the success of our Health Week initiatives we have decided to roll them out over a longer period during 2017.

HR & Quality Manager delivered a ½ day of training, on the topic of Managing Performance

88%

Health & Safety Average Site Performance KPI for 2016
Up 2% from Previous year
Environmental Management Performance Statistics

94% Waste diverted from landfill 2016 3% increase from previous year

GOLD BITC NI Environmental Benchmarking Survey 2016 achieved

Energy profiling and ongoing compliance with ESOS Regulations

Employee Transport Survey completed

- 68% travel by car
- 19% public transport
- 6% walk
- 4% Carpool
- 3% Other

Distance Travelled

- 53% travel 51 miles + to and from work
- 47% travel between 0-50 miles to and from work

Alternative methods of transport

- 54% of employees interested in exploring alternative method of transport to and from work including:
  - Cycling
  - Walking
  - Public transport
  - Car pooling

In response to survey Gilbert-Ash have:

- Installed cycling facilities
- Installed electric Car Charge points (Head Office only)
- Seen an increase in Bike to Work applications

Will continue to inform staff of alternative travel methods during 2017
The new Gilbert-Ash SHE (Safety Health & Environment) inspection app is designed to offer a more enhanced, sophisticated means of carrying out safety inspections and KPI audits. The app allows the safety advisor to produce records of observations, of both good practice, and safety concerns that are identified when carrying out inspections on site. The records are given a designated status depending on the severity of the observation; the app then communicates this back to the user, showing how serious the observation is.

One advantage of the app is the ability to take photographs, which provides a visual method of communicating the safety concern, or good practice observation to the site team, thus allowing action to be taken immediately. An additional advantage of taking photographs is that they can be used to compile a library of best industry practice, which can be shared across all Gilbert-Ash projects.

Gilbert-Ash signed the BITC ‘Towards Zero Waste Pledge’. Zero waste is a goal that is both ethical and economical. Not only will it help to reduce a company’s impact on the environment but it can also boost the bottom line.

Gilbert-Ash continue to use SmarterWaste to monitor, measure and report on all waste management activities.

**WASTE MANAGEMENT BREAKDOWN**

- **10%** Demolition
- **42%** Construction
- **48%** Excavation

**BREAKDOWN OF CARBON FOOTPRINT**

<table>
<thead>
<tr>
<th>Energy Allocation</th>
<th>Energy Type</th>
<th>Water Usage</th>
</tr>
</thead>
<tbody>
<tr>
<td>53% Projects</td>
<td>44% Electricity</td>
<td>M3 Per 100m²</td>
</tr>
<tr>
<td>30% Travel</td>
<td>23% Diesel</td>
<td>85.3m³</td>
</tr>
<tr>
<td>17% Offices</td>
<td>33% Mileage</td>
<td></td>
</tr>
</tbody>
</table>
Average site KPI score – 88% (Up 2% from previous year)


Improvement in performance related to investment in new H&S software

Particular focus on the following areas

**Accident Focus**
- Slips, Trips & Falls
- Near Miss Reporting
- Manual Handling
- Tool Safety

**Site Management Focus**
- Don’t Walk By Standards
- Fire Safety
- Manual Handling Risk Assessments
- Working At Heights

**Training**
- Health
- Clean Air
- Cover Up Policy
- Healthy Back
- Eye Protection
- Environmental
- Segregation of Waste
- Biodiversity
- Spill Response
- SmartWaste

**OCCUPATIONAL HEALTH INITIATIVES**

We are committed to the health and wellbeing of our employees and supply chain. We take a proactive approach by identifying employee wellbeing issues that we use strategically to increase the level of knowledge, understanding and access to support on a wide range of related topics.

We work proactively with an external Occupational Health Consultancy to provide specialist advice, training and services to employees.

**Health Cover**
During 2015, we appointed Health Shield to provide health cover for all of our employees.

**External Occupational Health Guidance**
We work proactively with an external Occupational Health Consultancy to provide specialist advice, training and services to employees.
REQUEST FOR FURTHER INFORMATION / CONTACT DETAILS

If you require further information or would like to discuss our approach to Health, Safety & Environmental initiatives please get in touch:

Address
Gilbert-Ash Limited
47 Boucher Road
Belfast
BT12 6HR
United Kingdom

Telephone
028 9066 4334

Email
belfast@gilbert-ash.co.uk