

















"E"	Environmental	Comment
	Greenhouse gases	<p>The maintenance contractor Bear operate a vehicle fleet and recognise that this area is a key focus for emission reduction. The fleet is compliant with latest Euro specifications and supported by regular planned maintenance and inspections.</p>
	Waste	<p>Waste management of the operator is operated on by a specialist third party waste company, which deals with all the depot and office waste streams. Lamps are being recycled. The maintenance contractor ensures on-going compliance with the Environmental Protection (Duty of Care (Scotland) Regulations 2014. The approved waste disposal locations register continues to be reviewed on a regular basis to ensure compliance with regulation.</p>
	Water	<p>Method Statements and Safe Systems of Work clearly define the requirements for the storage of materials on sites and depots to minimise pollution of watercourses. Weekly depot inspections are completed and include material storage and (oil) spill kit checks.</p> <p>Bear's depot fuel tanks recently had been reviewed and found compliant with respect to prevailing regulation on the Water Environment.</p> <div data-bbox="802 1512 1265 1910" data-label="Image">  </div> <p data-bbox="962 1917 1106 1944" style="text-align: center;"><i>Depot Fuel Tank</i></p>

	Land Use	Not applicable
	General Factors	<p>Highway Management (Scotland) Ltd. operates the M80 Stepps to Haggs DBFO project, located within the central belt of Scotland to the northeast of Glasgow. The works under the contract involved upgrading a dual 2-lane carriageway to an 18km new dual 2 and 3-lane motorway.</p> <p>The project and its maintenance contractor were independently audited in August 2019 on all relevant Health & Safety aspects with a positive outcome, and recommendations for further improvement have been followed-up on.</p>

"S"	Social	Comment
	Workforce Diversity	<p>Not applicable as the company does not employ any workforce. The management services contractor AvisonYoung has a diversified workforce including male/female and measured by ethnic background.</p>
	Safety Management	<p>One of the reasons to upgrade the motorway was related to previously poor road conditions with substandard cross sections, junctions and alignment, resulting in concerns regarding safety, which have been adequately addressed with the development of the new infrastructure.</p> <p>Over 30 office and site staff are employed to work on the M80 DBFO contract. In the last reporting year, there has been one RIDDOR (Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013) incident. All of the maintenance contractor BEAR's staff members completed various safety courses. Frequent toolbox talks have been delivered to staff and operatives demonstrating the ongoing management</p>

		<p>commitment on health and safety, and the environment, as the number one priority.</p> <p>Bear is compliant with all current ISO and OHSAS certification requirements on environmental and occupational health and safety. In 2019 Bear again achieved the ROSPA Gold Standard Award for outstanding Health & Safety performance, demonstrating the company's commitment to working safely and indicative of their robust Health & Safety culture, which is lead from the top of their organisation.</p> <p>A safety app has been rolled out at the Bear Annual Safety Day Meeting. Feedback has been excellent and has improved the reporting of observations / near misses.</p>
	Customer Engagement	The company has monthly client O&M progress meetings. These meetings are attended typically once a year by directors.
	Communities	Nothing to report.
	General Factors	Nothing to report.

"G"	Governance	Comment
	Structure and Oversight	Project performance is actively monitored through quarterly board meetings, which have been for 100% attended by directors. A board approved ESG policy has been in place.
	Code and Values	<p>Policies are in place in respect of:</p> <ul style="list-style-type: none"> • Health & Safety (H&S); • Code of conduct incl. anti-bribery; • Rapid escalation plan; • Environmental, Social and Governance (ESG); • Cyber Security; and • Tax

	<p>Transparency and Reporting</p>	<p>The company directors review on a quarterly basis comprehensive board reports, including both general project management and financial management. The management team meets monthly with the Authority.</p>
	<p>Cyber risk and Systems</p>	<p>The company operates a cyber security policy, which includes the cyber risks elements and IT systems of the external management services provider.</p>
	<p>General Factors</p>	<p>Directors have an active discussion with the management services provider each quarter on further improving project performance and in between board meetings when there is a specific reason. Furthermore, directors meet at least twice a year with the Authority's representatives to learn directly client views on the project and developments at its end and discuss plans for future improvement.</p>

