








"E"	Environmental	Comment
	Greenhouse gases	<p>The company has an active energy reduction program in place with targets set and periodically sharpened and performance showing improvement over time. It minimises carbon use through improvement in energy efficiency strategies and low carbon on-site generation. The authority is directly responsible for the energy but monitoring is carried out by the FM contractor on behalf of the company.</p> <p>During the year, material improvements were made to reduce energy consumption.</p>
	Waste	<p>The company operates a policy to minimise waste sent to landfill. The waste collection has always been recorded as essentially zero waste to landfill as it is transported to waste to an energy plant where it is incinerated.</p>
	Water	<p>The company and its subcontractors have an active water usage reduction programme in place. Rain / grey water is harvested from the building roofs, treated to eradicate pollutants and used for toilet flushing, the fire sprinkler system and to wash the fire engines in a safe manner.</p>
	Land Use	Nothing to report at this time.
	General Factors	<p>The project operate and finance ten fire stations in the Stoke-on-Trent and Staffordshire region in the UK. During the reporting year, a project has commenced to relocate police staff into several fire stations, to reduce the overall combined estate and provide for more efficient management of public sector services.</p>

“S”	Social	Comment
	Workforce Diversity	<p>Not applicable as the company does not employ any workforce.</p> <p>The management services contractor AvisonYoung has a diversified workforce including male/female and measured by ethnic background.</p>
	Safety Management	<p>The company operates a health &amp; safety policy and is annually audited by an independent surveyor, last time in February 2019 with a positive result, and recommendations made meanwhile being implemented. This year 3 out of 10 sites were audited and every site is audited at least once every three years.</p>
	Customer Engagement	<p>The company has periodical operational performance review client meetings as well as strategical liaison meetings. These liaison meetings are attended at least once a year by directors.</p>
	Communities	<p>The company proposed to the Authority to establish and incorporate a Community Interest Company (“CIC”) with the purpose of promoting community safety.</p> <ul style="list-style-type: none"> <li>• The Safer Communities CIC allows Fire Support, Groundwork (a national charity focusing on improving the quality of the local environment, the lives of local people and the success of local business in areas of need of investment and support), and the Authority to come together in a corporate form which encourages innovation and partnership whilst through the company constitution, ensures that the Authority retain full control of the activities.</li> <li>• CIC’s are formally and centrally regulated giving the Authority confidence that such a JV is appropriate for a public sector entity.</li> <li>• The initiative is utilising Groundwork’s resources in youth offender work, education, community partnerships, language, contacts with diverse ethnic</li> </ul>

		<p>groups and ability to secure specific funding.</p> <p>The company contributes an annual amount of c. £15k.</p> 
	<p>General Factors</p>	<p>Nothing to report.</p>

“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	Policies are in place in respect of: <ul style="list-style-type: none"> <li>• Health &amp; Safety (H&amp;S);</li> <li>• Code of conduct incl. anti-bribery;</li> <li>• Rapid escalation plan;</li> <li>• Environmental, Social and Governance (ESG);</li> <li>• Cyber Security; and</li> <li>• Tax.</li> </ul>
	Transparency and Reporting	The company directors review on a quarterly basis comprehensive board reports, including both general project management and financial management.
	Cyber risk and Systems	The company operates a cyber security policy, which includes the cyber risks elements and IT systems of the external management services provider.
	General Factors	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 once a year with client’s representatives to learn directly client views on the project and developments at its end and discuss plans for future improvement.

