













"E"	Environmental	Comment
	<p>Greenhouse gases</p>	<p>The college has a number of active energy reduction programs in place that are managed by the sub-contractor. These include:</p> <ul style="list-style-type: none"> • Monthly monitoring of utility usage, helping to identify areas of efficiencies. • A Building Management System, which controls heating levels throughout the building; ensuring temperatures are maintained at appropriate levels. • LED Lighting is in place through out the building as a measure to reduce energy usage. • The building makes use of solar panels to further reduce energy consumption 
	<p>Waste</p>	<p>The college has a waste reduction and separation program in place that is managed by the sub-contractor. Of the three types of waste (general landfill, mixed recyclables and food waste), there is a strong emphasis on reducing levels of waste going to landfill, with a specific focus on mixed recyclables. The sub-contractor works with a local waste management company to ensure that as much waste as possible is reused and recycled.</p>
	<p>Water</p>	<p>The college has a water reduction program in place, which is managed by the sub-contractor. It has committed to replace taps with push taps, thus reducing water consumption.</p>

	<p>Land Use</p>	<p>The Company recently supported the College with the implementation of raised flower and vegetable beds for use by students with mild and severe learning difficulties.</p> 
	<p>General Factors</p>	<p>Belfast Metropolitan College operates four campuses providing full-time and part-time higher education and further education to over 5,000 students.</p> <p>Millfield Campus, operated by Northwin (Belfast) Limited is one of these campuses and specialises in sports and social sciences.</p> <p>The solar panels in use at the college are also utilised as part of the students' learning and contribute to the education of future generations in the promotion of renewable energy.</p>

“S”	Social	Comment
	Workforce Diversity	The facilities management company has a diversified workforce and has a workforce diversity policy in place.
	Safety Management	<p>The company operates a robust Health & Safety policy that is audited periodically by an independent surveyor.</p> <p>In addition, the Health & Safety processes are audited internally on a quarterly basis and consistently achieve strong results.</p> <p>During 2019, the facilities management company achieved the ISO45001 accreditation, a new and tough Health and Safety standard.</p>
	Customer Engagement	The company holds periodic client and subcontractor review meetings. The Directors attend these meetings at least annually. This enables the Directors to understand the clients’ views on the project, and to discuss plans for future improvement and developments.
	Communities	There are a number of exciting initiatives in the pipeline. These initiatives will be reported in due course.
	General Factors	Nothing further to report.

"G"	Governance	Comment
	Structure and Oversight	<p>The project has a rigorous governance structure in place centered on quarterly board meetings.</p> <p>The project is also governed by an authority matrix that outlines clear and structured delegation and reporting responsibilities for the administration and management services it provides.</p>
	Code and Values	<p>Policies are in place in respect of:</p> <ul style="list-style-type: none"> • Health & Safety; • Code of conduct / Anti-bribery; • Rapid escalation plan; • Environmental, Social and Governance (ESG); • Cyber Security; and • Tax. <p>The Directors review and approve all policies at least annually.</p> <p>Whistle Blowing and Anti Human-Trafficking and Slavery policies are in place for the facilities management company.</p>
	Transparency and Reporting	<p>On a quarterly basis, the Directors review comprehensive board reports that include reports on the operational and financial performance of the project, and its compliance with contractual and legal / regulatory obligations.</p>
	Cyber risk and Systems	<p>The company operates a cyber security policy, which includes the cyber risks elements and IT systems of the external management services provider.</p>
	General Factors	<p>At each quarterly board meeting, the Directors engage in active discussion with the Management Service Provider, regarding measures for continuous improvement of project performance. The Directors are also available for active engagement when specific matters arise in between board meetings.</p>

