Seddon

DEVOTION

SOCIALLY RESPONSIBLE REPORT 2018

PEOPLE MAKE PLACES

Seddon.co.uk

FOREWORD

In 2017/18, a period in which the construction industry is facing so many challenges, Seddon continued to invest in social responsibility to the value of just over £ 1m. I'm often asked why do we continue do so?

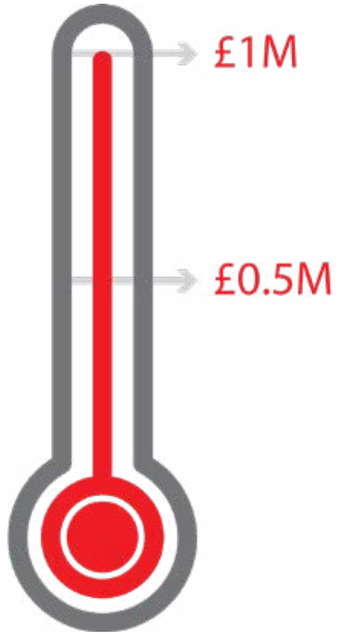
The reason is that we have been engaged in our communities for over 121 years and its something we have always done. We won't think short term, and believe its an investment in the future; the future of our people, our customers, our stakeholders and the industry.

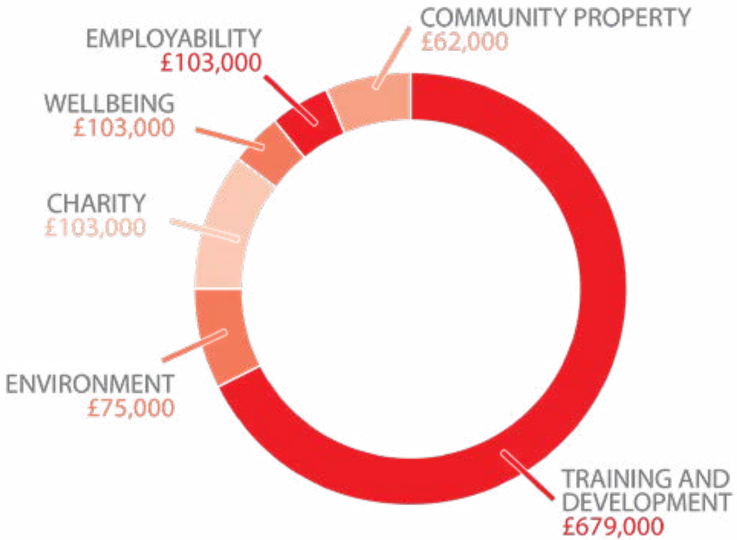
When we work together for a common purpose we can achieve great things. I hope that this document enables us all to celebrate the things we have achieved together.

Well done and thank you to you all!

Nicola Hodkinson
Business Services Director

£1M INVESTED IN SOCIAL RESPONSIBILITY BY SEDDON IN 2018





CONTENTS

WHAT OUR CUSTOMERS SAY 7

TRAINING AND DEVELOPMENT 11

CHARITY 19

EMPLOYABILITY 25

COMMUNITY 35

WELL BEING 43

ENVIRONMENT 47

COMMITTED

WHAT OUR CUSTOMERS SAY

WHAT OUR CUSTOMERS SAY

"SEDDON DELIVERED THE CONTRACT IN A TIMELY MANNER AND WITHIN BUDGET. WE FOUND THEM TO BE RELIABLE AND EXTREMELY HELPFUL WHEN CARRYING OUT THE PROJECT AND WE WILL CERTAINLY APPROACH THEM ON NEW OPPORTUNITIES." RIDER LEVETT BUCKNALL

"THE TEAM HAD A CAN DO ATTITUDE AND NOTHING WAS EVER A PROBLEM. THERE WAS ALWAYS HIGH SPIRITS WITHIN THE SITE TEAM AND THEY OBVIOUSLY WORKED VERY WELL TOGETHER." CHEADLE AND MARPLE COLLEGE

"ABSOLUTELY DELIGHTED WITH THE WORK THAT SEDDON HAS CARRIED OUT...SEDDON HAVE DONE THE BUILDING INDUSTRY PROUD – WELL DONE!" EQUITY HOUSING

"ON BEHALF OF OUR TENANT ASSOCIATION MEMBERS, CAN I TAKE THIS OPPORTUNITY TO THANK SEDDON FOR THE WONDERFUL CASH DONATION TOWARDS THE RUNNING OF OUR ELDERLY TENANTS ASSOCIATION, THE DONATION WILL HELP KEEP OUR ASSOCIATION RUNNING FOR ANOTHER YEAR AND THIS WILL HELP TO KEEP OUR ELDERLY COMMUNITY CLOSER TOGETHER." JOHN PHILLIPS, SCHEME MANAGER

"SEDDON HAS GONE ABOVE AND BEYOND SUPPORTING THE RESIDENTS IN THE KIRKBY AREA WHEN BUILDING ON SITE AT MILL LANE. THEY HAVE DONATED MONEY AND GIFTS, ENGAGED WITH THE LOCAL RESIDENT GROUPS AND SCHOOLS AND HAVE MADE A REAL IMPACT IN THE LOCAL COMMUNITY. " HAYLEY SUMMERS, CUSTOMER INVOLVEMENT AND ENGAGEMENT ADVISOR, KNOWSLEY HOUSING TRUST

OUR CUSTOMERS

AMBITION

TRAINING AND DEVELOPMENT

TRAINING AND DEVELOPMENT

Our business has a long tradition of investing in and developing people. Since 1897 we've supported more than 3000 people through career development programmes ranging from apprenticeships and technical skills, through to professional qualifications, and personal development.

As our industry continues to evolve, so to do the skill sets required to deliver projects, so we continue to work with our people, ensuring they get access to the right training, that will help them deliver, develop and grow as our business does.

6.79 TRAINING DAYS PER EMPLOYEE

£679,000 INVESTED

80 YEARS OF APPRENTICES

75 FTE APPRENTICES

97% OF ALL TRAINEES CONTINUE FULL TIME EMPLOYMENT ONCE QUALIFIED

11% EMPLOYEES ON ACCREDITED TRAINING COURSES

80 YEARS OF APPRENTICESHIPS

During National Apprenticeship Week 2017, Seddon celebrated 80 years of apprenticeships, and we've trained over 3,050 apprentices since our first programmes began in the 1930s.

Currently, we employ 75 trainees and in 2017, invested 17% of profit into training and development. Many of our employees are successful graduates of our apprenticeship programmes, and to date 97% of trainees have remained with us after their course has finished.

Apprentice of the Year is a coveted award at Seddon and in 2017, it was won by Dale Hibbert.

Dale joined the team in 2015 as a bricklaying apprentice. From his first day, he showed a huge amount of commitment, an excellent attitude and a can do approach to his duties.

DALE HIBBERT, APPRENTICE OF THE YEAR 2017

DALE, HAS SHOWN PASSION, DEDICATION AND COMMITMENT THROUGHOUT HIS APPRENTICESHIP JOURNEY AND AT NO POINT IN THE LAST FOUR YEARS DID HIS DEDICATION WAIVER. DALE IS AN EXAMPLE OF WHAT CAN BE ACHIEVED IF YOU PUT IN HARD WORK AND EFFORT.

IAN COBAIN, CONTRACTS MANAGER, SEDDON

LISA GETS BACK TO WORK

Lisa joined the business in 2014 on a back to work programme, in partnership with Bolton Job Centre, and spent six weeks as an administrator in the Training Department. Then, when an opportunity arose with the SHEQ team, Lisa applied and was successful.

Lisa's passion for construction, inspired by her Dad who was a bricklayer, led her to apply for and secure a role as a trainee site manager within our housing division. In 2016, she began her journey as a trainee, spending four days on site and one day in college studying a Higher National Certificate in Construction, which she has now completed; alongside this she also secured her NVQ Level 4 in Site Supervision.

Lisa was nominated for a High Achiever Award in 2017 and is part of an award winning project delivery team, helping her to gain valuable experience on site.

LISA ELLIOT, TRAINEE SITE MANAGER

EVERY DAY IS DIFFERENT AND BRINGS NEW CHALLENGES. I REALLY ENJOY THE DIVERSE NATURE OF THE CONSTRUCTION INDUSTRY.

LISA ELLIOT, TRAINEE SITE MANAGER,SEDDON

DEVELOPING OUR FUTURE LEADERS

Our leadership programmes have been designed to help develop and retain our management workforce and develop our next generation of leaders.

Each programme is tailored to the needs of senior managers at different stages of their careers, and everyone has access to learning, including directors.

Our programmes include the Salford Leadership Programme, Manchester Alliance Business School, Henley Executive Education and our Salford College Project Leader Programme.

Project Leader has been designed for Site Managers, Contracts Managers and Project Managers looking to develop their project management capabilities

The 24 month programme is run in partnership with Salford City College in order to encourage and support a consistent approach to project management, supporting our people to complete on time, and within budget.

Henley Business School
UNIVERSITY OF READING

MANCHESTER 1824
The University of Manchester
Alliance Manchester Business School

SALFORD CITY COLLEGE

CLASS OF 2018 PROJECT LEADERS

IF OUR LEADERS PARTICPATE IN A LEADERSHIP PROGRAMME THIS WOULD PROMOTE ATTRACTING AND RETAINING TALENT, PROVIDE EXCELLENT CAREER PROGRESSION, IMPROVE PRODUCTIVITY AND PROFITABILITY AND IMPROVE EMPLOYEE ENGAGEMENT.

CRAIG CARNEY, HEAD OF PEOPLE

CELEBRATING OUR PEOPLE AND PROJECTS

We feel it is important to acknowledge the success of our people and our teams, their dedication, and commitment to themselves and to Seddon. Every year we hold our own awards ceremony featuring inspirational speakers to inspire and motivate our people.

2017 Winners List

Overall Project of the Year — McCalla House, Wolverhampton
Special Recognition — Lynne Griffith, SHE Advisor
Safe Project Team of the Year — Branston High School, Staffordshire
Seddon Homes Development — Rosebay, Chapel-en-le-frifth
Project Team of the year (Over £5m) — Chapelwood, Wilmslow
Project Team of the year (£1m - £5m) — Leaf Lane, Winsford
Project Team of the year (Under£1m) — McCalla House, Wolverhampton
Apprentice of the year — Dale Hibbert, Apprentice Bricklayer
Inspiration — Colin Mather, Project Manager
High Achiever — Gemma Booth, Estimator
Rising Star — Joe Hewitt, Apprentice Painter
One to Watch — Lewis Haslam, Apprentice Plumber
NSAfC Award — Blythe Valley Project Team
Training Partner — 3B Training

2017 PROJECT OF THE YEAR WINNERS, McCALLA HOUSE

WE HAVE SOME AMAZING PEOPLE DELIVERING SOME INCREDIBLE PROJECTS. THE AWARDS SHOWCASE THE VERY BEST OF SEDDON AND HELP CELEBRATE OUR SUCCESS

JONATHAN SEDDON, CEO, SEDDON

CELEBRATING LONG SERVICE

Seddon has numerous examples of employing several generations of the same family, but why would we have such a good record of employment spanning generations?

When we ask, our people say it's because the company has integrity, shows loyalty, trains, invests and cares for them.

We'd like to formally express gratitude and celebrate our latest group of long service awards:

- Roy Cavanagh, Employment and Training Executive 50 years
- Rory Whalley, Site Manager 30 years
- Mark Hamilton, Painter 30 years
- Peter Strong, Site Manager 30 years
- Neil Mc Dermott, Site Manager 30 years
- Robert Moss, Engineering Services Director 30 years
- Jason Wilson, Stores Driver 30 years
- Carol Young, Purchase Ledger Assistant 20 years
- Jonny Reagan, Assistant Site Manager 20 years
- Steven Berry, Ground Worker 20 years
- Tommy Fishburn, Foreman Painter 20 years
- David O'Donague, Site Operative 20 years
- Rodney Parry, Bricklayer 20 years
- Neil Heaton, Bricklayer 20 years
- Simon Pritchard, Painter 20 years
- Quentin Hammond, Stores Driver 20 years
- Garry Taylor, Painter 20 years

JONNY REAGAN, SITE MANAGER WITH JONATHAN SEDDON, CEO

IT IS AN HONOUR TO CELEBRATE LONG SERVICE; WE ARE TRULY HUMBLED BY THE LEVEL OF DEVOTION AND DEDICATION SHOWN TO OUR BUSINESS.

ROY CAVANAGH, EMPLOYMENT EXECUTIVE, SEDDON

APPRENTICES AND LEARNERS: THE CLASS OF 2017

Bricklaying
Burden Horrocks (NVQ 2)
Corey Stringer (NVQ 3)
Dale Hibbert (NVQ 3)

Joinery
Matthew Johnson (NVQ 2)
Regan Osborne (NVQ 2)
Dillan English (NVQ 2)
Mitul Panhania (NVQ 3)
Ryan McFarlene (NVQ 3)

Plumbing and Heating
Lewis Haslam (NVQ 2)
Jake Redshaw (NVQ 2)

Electrical Engineering
Patrick Draper (NVQ 2)

Customer Services
Harrison Horner (NVQ 2)

Painting and Decorating
Dominic McLouglin (NVQ 2)
Steven Greenwood (NVQ 3)
Marie Thompson (NVQ 3)

Business and Administration
Daniel Corless (NVQ 3)
Georgia Smith (NVQ 2)
Katy Cheetham (NVQ 2)
Gill Turner (NVQ 2)

Construction Specialist Plastering
Joshua Bentley (NVQ 3)
Jordan Flanagan (NVQ 3)

BSc Quantity Surveying
Ross Brown
Sam Peet

CIPD
Lucy Cullen (Level 5)
Emma Dempster (Level 7)

CIOB
Gemma Booth

PASSIONATE

CHARITY AND FUNDRAISING

CHARITY AND FUNDRAISING

A responsible attitude is very much a part of our DNA at Seddon. We are a fourth generation family business and have always upheld those same family values when dealing with our people, our customers and partners, our suppliers and the people in the communities we come into contact with.

£53K FUNDS DONATED BY SEDDON

£50K FUNDS RAISED BY OUR PEOPLE

1.5 CHARITIES, SCHOOLS, COLLEGES, SOCIAL ENTERPRISES TOUCHED EVERY WEEK

30 CHARITIES SUPPORTED

ON TARGET TO HIT £1M RAISED FOR THE CHRISTIE

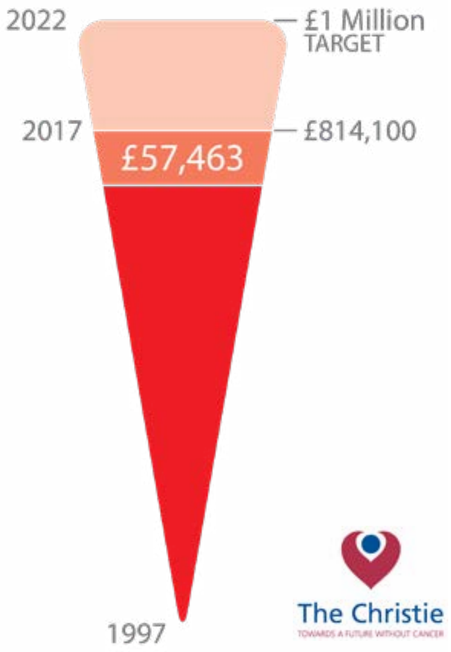
Seddon have a longstanding partnership with The Christie which started in 1997 when both organisations were celebrating their 100th birthdays.

As part of the Seddon centenary celebrations, we funded one desperately needed operating theatres for The Christie, and the charity repaid us once the funds had been raised.

We continued to support and then in 2009/10 we became The Christie's corporate partner. During these two years our staff ran, cycled, swam and walked hundreds of miles and raised over £400,000 for the charity

In 2017, The Christie became our 'chosen charity' once again, and our people, together with our supply chain partners and customers, raised £53,000.

To date we have raised over £800,000 for the charity and have set the target of £1,000,000 by 2022, which will be our 125th year.



RAISING MONEY AND HAVING FUN!

Our Ministry of Fun was created to provide opportunities for our people to come together, outside of work, and enjoy some downtime. Over 1,000 people including employees, subcontractors, family and friends get together every year to get involved and raise money and awareness for good causes – and at the same time have FUN!

Our activities include:

- Trekking – 3 Peaks and Kilimanjaro
- Running
- Cycling
- Baking
- Walking on hot coals
- Dressing up and dressing down
- Sky Diving
- Sponsorships/ Donations
- Raffles
- Quiz Nights
- Tough Mudder
- Gung-Ho!
- Open water swimming
- Triathlons
- Dinners and days out
- BBQs
- Christmas events

CLIMB EVERY MOUNTAIN

Our main company fundraising challenge in 2017 was the National 3 Peaks; Ben Nevis, Scafell and Snowdon.

140 took part in 5 teams with 7 vehicles and 15 people in support, to help the teams on their journey. The highlight of the weekend was the party to celebrate at the Llanberis Youth Hostel, with the Yubaba Soul Band.

In 2017 we also sent a team of 6 people to climb Mt Kilimanjaro, the highest mountain in Africa and the tallest free standing mountain in the world. It's one of the most challenging climbs and we are extremely proud of the team's efforts, as they raised over £33,000.

Our climbers were Vanessa Barlow, Derek Walsh, Sam Peet, Glyn Thompson, Steve Cullen and Tony Valentine.

SOME OF OUR 2017 NATIONAL THREE PEAKS TEAM

FROM PLANNING OUR STRATEGY BEFORE WE LEFT, TO THE JOURNEY WE HAD UP TO SCOTLAND ON THE MINIBUS THE TEAM BECAME A REALLY STRONG UNIT. THIS WAS ESSENTIAL WHEN FACED WITH THE THREE MOUNTAINS WE HAD TO CLIMB. GETTING EVERYONE OVER THE LINE IN WALES WASN'T EASY, BUT IT WAS SUCH A MASSIVE ACHIEVEMENT FOR ALL OF US

KATY HARRIS, HEAD OF PRE-CONSTRUCTION, SEDDON

I TOOK THE KILLI CHALLENGE TO REMIND ME OF THE CHALLENGES THAT OTHER PEOPLE, LESS FORTUNATE THAN MYSELF, FACE IN THEIR FIGHT AGAINST CANCER ON A DAILY BASIS. IF BY CHALLENGING MYSELF TO CLIMB KILIMANJARO I CONTRIBUTED IN SOME SMALL WAY TOWARDS THEIR WELLBEING I'VE ACHIEVED MY AIM.

VANESSA BARLOW, CHARITY AMBASSADOR, SEDDON

TEAM SEDDON KILIMANJARO AT THE SUMMIT

DRIVEN

EMPLOYABILITY

EMPLOYABILITY

The construction industry has always faced challenges with the availability of skilled, qualified and competent labour, and we're working to help tackle this.

Our schools liaison programme has gained momentum, and we've got our people going into primary and secondary schools, talking to pupils about professional and trade careers in construction; we've even developed learning activites, based on construction, that satisfy elements of the national curriculum as well as making learning more meaningful and fun!

We're working with national and customer led employment initiatives and schemes to support long term unemployed and under represented groups to tackle the stigma around careers in construction by making our industry more accessible.

INSPIRING YEAR 8 GIRLS INTO CONSTRUCTION

TEAM is an eight week programme, delivered to year eight girls.

The programme was created to encourage young women to become more self aware and to empower them to take control of their futures, raise their aspirations, and create the next generation of empowered young women.

TEAM consists of eight modules as follows:

- icebreaker session
- self awareness
- role models and personal brand
- celebrity and women in the media
- careers
- teamwork
- review sessions
- presentations

To date over 60 Year 8 pupils have graduated TEAM and we are now looking to work with the school to provide further opportunities for the girls including careers guidance and work experience opportunities.

'TEAM' STUDENTS ON SITE AT OUR GREAT PLACES HOUSING PROJECT, MELLAND ROAD

JUST WANTED TO SAY THE GIRLS ARE REALLY BUZZING ABOUT TEAM. IT'S REALLY DEVELOPED ITS OWN IDENTITY AND THE GIRLS ARE FORMING THEIR OWN LITTLE COMMUNITY AND IT'S GREAT TO SEE. REALLY APPRECIATE ALL THE ENERGY YOU PUT INTO THE DELIVERY, IT'S SO KEY IN ENGAGING OUR GIRLS!

MICHELLE DEAN, ASSISTANT HEAD, PARRS WOOD HIGH SCHOOL

SUITS YOU!

The Working Wardrobe intitiative was set up by our clients Bolton at Home to tackle another barrier into employment that so many men and women face today; a lack of suitable clothing to wear at a job interview.

We want everyone to have the best possible chance of making the best first impression, so we offered our support to the scheme and set up collection points in our offices.

Employees have donated everything from ties and shirts, to full suits, dresses and shoes; some of the team also volunteered to work in the shop in Bolton town centre, helping people to choose an outfit and accessories to keep.

As well as clothes, scheme users also get support in terms of preparing for interviews and, if they get a job, they can return to get additional clothing and support, for as long as they need it.

SEDDON PARTNER AT THE LAUNCH OF THE WORKING WARDROBE INITIATIVE

THANK YOU FOR HELPING TO MAKE OUR VISION COME TO LIFE. THE COLLOBARATION ACROSS ALL SECTORS HAS BEEN SOMETHING TRULY AMAZING WHICH REALLY REFLECTS WHAT WE STAND FOR AS A TOWN AND I HOPE ITS SOMETHING THAT WILL CONTINUE INTO THE FUTURE

DAWN JUSON, BOLTON AT HOME

NATIONAL SKILLS ACADEMY FOR CONSTRUCTION

Seddon gained NSAfC status in 2014, and over the past 5 years have been working in partnership with training providers, to support our supply chain in accessing training, apprenticeships and employment opportunities.

As part of the initiative, we provide our supply chain partners with as much pipeline visibility and project information we can, so they can plan and prepare for upcoming work load, as well as the recruitment of apprenticeships, and other skilled workers.

The programme also captures the importance of local schools through joint construction careers talks, open days and work experience. To date, over 250 students including NEETs, have participated in the programme.

In 2017, we became the first construction company to successfully renew our status.

THIS HAS BEEN A FANTASTIC SUCCESS AS SEVERAL STUDENTS HAVE SAID THAT THEY WOULD LIKE TO APPLY FOR AN APPRENTICESHIP WITHIN THE CONSTRUCTION INDUSTRY WHEN THEY FINISH SCHOOL WHICH THEY HAD NOT PREVIOUSLY CONSIDERED

EMMA DEMPSTER, PROJECT SKILLS CO-ORDINATOR

A FAIR DAY'S PAY

The government's national living wage is based on a target to reach 60% of median earnings by 2020, but isn't calculated on the basis of what people need to live on.

In contrast, the Real Living Wage rates are higher because they are independently-calculated based on what people need to get by.

We became one of the first construction companies in the UK to become a Real Living Wage Employer because we need to ensure that our employees earn a wage that meets the costs of living, not just the government minimum.

HECTOR LINDO, GATEMAN AND LABOURER

WE WANT ALL OF OUR EMPLOYEES AND SUBCONTRACT WORKFORCE TO HAVE BETTER LIVES, WHICH IS WHY WE HAVE INTRODUCED THE REAL LIVING WAGE AT SEDDON. WE ALSO RECOGNISE THAT PAY IS NOT THE ONLY DRIVING FORCE IN SOMEONE'S HAPPINESS AT WORK SO IT IS IMPORTANT AS A BUSINESS THAT WE CONTINUE TO WORK HARD TO MAKE SURE THAT EVERYONE FEELS VALUED AND HAS A SENSE OF PURPOSE

NICOLA HODKINSON, DIRECTOR, SEDDON

MAKING MATHS FUN WITH CONSTRUCTION

Working with the Careers & Enterprise Company, we have partnered with Haywood Academy in Stoke, and asked teachers how we could provide support.

One of the areas identified was the delivery of maths problems as within GCSE papers there is a large amount of scenario-based, layered questions that students often struggle with. The school asked if we could create some real life-based scenarios to be delivered to a group of Year 11 students.

Our trainee QS, Corey Holden developed 4 sessions around percentages, fractions, area and volume using practical skills which the pupils loved.

We are now in the process of developing a training session library that will be delivered by our other trainee QS's throughout the business.

COREY HOLDEN, QS, WITH STUDENTS FROM HEYWOOD ACADEMY

COREY'S ENTHUSIASM HAS BEEN BRILLIANT, THE WORKBOOKS HE HAS PUT TOGETHER LOOK AMAZING. THIS IS A GREAT EXAMPLE OF THE WORK THAT CAN BE ACHIEVED AND I HAVE ALREADY BEEN SINGING YOUR PRAISES WITH OTHER SCHOOLS!

MEL ROBERTS, ASSISTANT PRINCIPAL, HAYWOOD ACADEMY

BUILDING SKILLS IN SALFORD

As part of our work placement partnership with Build Salford, we supported Craig Catley on a 12 week placement within our plumbing team.

He was referred to Build Salford following completion of a 'kick start' back to work programme, and really impressed the team on site.

Craig was focused on a career in construction and used everything he learnt throughout the kick start programme, so when an opportunity arose, Craig applied for and secured an apprenticeship with us.

In 2017, Craig also achieved Trainee of the Year award from Salford City College.

BUILD SALFORD

DEBBIE WARD, SALFORD CITY COLLEGE WITH CRAIG CATLEY, PLUMBING APPRENTICE AND PAUL DENNETT, MAYOR OF SALFORD

BE 100% FOCUSED ON THE CAREER YOU WANT, THERE ARE LOTS OF OPPORTUNITIES, YOU JUST NEED TO PUSH YOURSELF

CRAIG CATLEY, APPRENTICE PLUMBER, SEDDON

SECOND CHANCES FOR OFFENDERS

Often when someone is within the judicial system they can struggle to adapt to life when they are released due to the lack of experience that they have within a work environment. This can affect their rehabilitation back into society and can lead to re-offending.

More prisons and young offender institutes are working with businesses to support inmates by helping them to gain experience and getting employers involved in careers fairs as well as talking about how to gain employment within a variety of industries including construction.

We linked with Stafford Council's 'Open Doors' initiative, who organised an employer fair that gave inmates the opportunity to talk to prospective employers about their industry and the opportunities on offer. Following the events, we went on to offer several individuals work experience.

EVERYONE DESERVES A SECOND CHANCE REGARDLESS OF THEIR BACKGROUND. IF SOMEONE WANTS TO MAKE THAT CHANGE THEN WE CAN HELP SUPPORT THEIR JOURNEY

ED WOOTON, REGIONAL CONSTRUCTION DIRECTOR, SEDDON

SUPPORTING PEOPLE WITH WORK EXPERIENCE

As an employer of people, it's important to us that we support the industry, through work placements and work experience.

Not only is it the right thing to do, but it helps dispel the myths about the construction industry, as well as opening up new talent pools, such as ex-offenders and ex-services personnel, helping to support our recruitment strategies.

As well as working with local schools and colleges, we are also working with our partners and clients, supporting their back to work schemes, alongside inclusion initiatives, targeting under represented groups such as women and BMEs into the industry.

Daniel Saxon is an example of the power of work experience. He came to Seddon for a fixed term placement, via our client Jigsaw Homes, following a period of long term unemployment. The team were so impressed by his work ethic and attitude, they encouraged him to apply for an apprenticeship. Dan applied and underwent the full recruitment process of application, aptitude tests and interview; he secured an apprenticeship in plumbing and started full time employment with us in July.

DANIEL SAXON, APPRENTICE PLUMBER

DANIEL WANTED TO BE A LABOURER BUT LACKED EXPERIENCE. SEDDON GAVE HIM A CHANCE AND HE EXCELLED AND IS NOW AN APPRENTICE PLUMBER; EARNING MONEY AND BECOMING A ROLE MODEL TO THOSE WHO ARE LOOKING FOR AN OPPORTUNITY

TRACY TOWNSON, ATTACHMENT COORDINATOR, JIGSAW HOMES

PROUD

COMMUNITY AND NEIGHBOURHOOD

COMMUNITY AND NEIGHBOURHOOD

As an employer of 700 people, we are responsible for 700 families across the North West and the Midlands regions and, in some cases several generations of the same family are part of the team at Seddon.

Delivering projects that enhance the built environment, means we have a huge responsibility to the communities we work in as we effectively become custodians of the local economy.

By working closely with our customers, aligning with their aims and objectives we can use our socially responsible initiatives to get the best possible outcomes, ensuring that the needs of local communities are met.

£62,000
INVESTED

3,840
HOURS
SPENT ON COMMUNITY PROJECTS

50
VOLUNTEERING
HOURS

THE BOLTON FAMILY

Seddon are a founding member, of The Bolton Family, a group of public and private sector organisations who work together to ensure social value is at the forefront of their businesses.

They work closely, volunteer and raise funds for a local charity, Urban Outreach, who provide support to the most disadvantaged, vulnerable and complex adults and young people in Bolton.

57 of our people volunteered to help make and deliver summer packed lunches every day for 6 weeks, and 60 volunteers packed 1.7 tonnes of donated food for 1000 Christmas Hampers.

THE BOLTON FAMILY MEMBERS IN 2017

IN 2030, WE WANT BOLTON TO BE A VIBRANT PLACE BUILT ON STRONG COHESIVE COMMUNITIES, SUCCESSFUL BUSINESSES AND HEALTHY, ENGAGED RESIDENTS. IT WILL BE A WELCOMING PLACE WHERE PEOPLE CHOOSE TO STUDY, WORK, INVEST AND PUT DOWN ROOTS.

TONY OAKMAN, CHIEF EXECUTIVE, BOLTON COUNCIL

SEDDY BEAR VISITING LOCAL CHILDREN AT THE NEW BURY COMMUNITY CENTRE IN BOLTON

WE'RE WORKING TO SUPPORT THE PEOPLE AND THE PLACES WHO NEED IT THE MOST.

MAGGIE HEAP, COMMUNITY PROJECTS MANAGER, SEDDON

SEDDY BEAR'S PICNIC

In Summer we hosted Seddy Bear's Picnic at our office in Bolton, bringing together over 100 of Urban Outreach's local children and their parents.

Kids entertainment was hosted by Seddy Bear whilst the adults worked with local organisations who provided them with lifestyle information around diet, health and wellbeing.

We also worked with Urban Outreach on their BL17 initiative, which provided 52,000 packed lunches to kids during the summer break, with our people helping to prepare the lunches as well as deliver them.

FAMILIES FROM BOLTON ENJOY THE ENTERTAINMENT AT SEDDY BEARS PICNIC

THE ANNUAL SEDDY BEAR'S PICNIC IS A GREAT AFTERNOON OF BOTH FUN AND EDUCATION FOR THE CHILDREN AND THEIR PARENTS.

DAVE BAGLEY, URBAN OUTREACH

A PLACE TO REMEMBER

In 2016, The Royal Bolton Hospital asked us to get involved and support a project to create a memorial garden for babies born too soon.

Over the next 12 months we brought together members of our supply chain and our own people to fund raise, source materials and provide on the ground construction support.

Working closely with the hospital's fundraising team, other local businesses and local families the garden was successfully opened in 2017 creating a place to remember, within the hospital grounds.

The new memorial garden features landscaping and butterfly friendly flowers, walkways and seated areas, alongside a stunning piece of artwork specially commissioned for the project.

THE ROYAL BOLTON HOSPITAL BABY MEMORIAL GARDEN

THIS HAS BEEN A REAL COMMUNITY PROJECT. THE SUCCESS OF THE PROJECT APART FROM GIVING BEREAVED PARENTS A PLACE OF PEACE AND QUIET WHERE THEY CAN REFLECT HAS ALSO GIVEN YOUNG PEOPLE FROM GROUNDWORKS THE EXPERIENCE OF WORKING IN A BUSY ENVIRONMENT AND HELPED THEM TO GAIN SOME KNOWLEDGE ON CERTAIN SKILLS WORKING AS A TEAM.

ANDY LEE, FUNDRAISING MANAGER, ROYAL BOLTON HOSPITAL

PROUD TO BE AT PRIDE

As a proud supporter of the Manchester Pride festival, Seddon once again teamed up with the LGBTQ+ community from Salford Council to help with their celebrations. We provided a Seddon van that was dressed by the children from the Beacon and Bridgewater Centres in Salford, who also helped to design their float.

In the build up to the celebrations we were approached by a family who wanted our help. When five-year-old Jacob Jackson went to his first Pride parade in 2015 and caught a red Seddy Teddy in the crowd, the pair instantly became inseparable.

Having received a tip off from Jacob's aunt about his favourite teddy, we made it our mission to make his annual trip to Pride one he would never forget.

During the celebrations an unsuspecting Jacob was introduced to the life-size version of Seddon's cuddly mascot. As well as getting some great pictures and chatting to his favourite bear, Jacob received a goody bag and a second Seddy Teddy, now nicknamed 'Red Ted, Seddy Teddy's cousin'.

SEDDY TEDDY AND JACOB JACKSON AT MANCHESTER PRIDE FESTIVAL 2018

WE WERE TRULY BLOWN AWAY BY THE WHOLE EXPERIENCE. THE ENTIRE TEAM MADE SUCH A FUSS OF JACOB AND WE WILL NEVER FORGET THE LOOK ON HIS FACE WHEN HE SAW SEDDY TEDDY RUNNING OVER TO SAY HELLO. WE HOPE THIS WILL BE A MEMORY JACOB HAS FOR LIFE AND WE'D LIKE TO THANK EVERYONE INVOLVED FOR MAKING IT SUCH A SPECIAL DAY FOR OUR FAMILY.

GEMMA FIORELLO, JACOB'S AUNT

HELPING TO FIGHT PERIOD POVERTY

Our team at Park Road in Wigan were approached by charity The Crimson Wave, who provide sanitary items to low-income or homeless women in the Greater Manchester area.

To raise funds, the team committed to ride the 624km between the site and Paris on an exercise bike and donation points were set up in the offices where our people could donate sanitary products.

The team then organised for Crimson Wave and our clients Wigan Council to hold a period packing party on site at Park Road; together they managed to make over 1,100-period packs which will be handed out by The Crimson Wave over the next 3 months.

350 of the packs were also donated to The Brick, a homeless shelter in Wigan, to help reduce period poverty in the Wigan area.

SEDDON EMPLOYEES AND SUBCONTRACTORS PACKING SANITARY KITS

OUR PACKING PARTY WITH SEDDON WAS A ROARING SUCCESS. WE ARE SO HAPPY TO BE ASKED ALONG AND EXTREMELY IMPRESSED WITH THE REACTIONS OF ALL THE STAFF. NOT ONLY HAS THE PARTY HELPED TO DIRECTLY IMPROVE LOW INCOME AND VULNERABLE WOMEN'S PERIODS, BUT IT'S ALSO ALLOWED US TO HIGHLIGHT THE ISSUE FOR PEOPLE WHO MAY NOT NECESSARILY HAVE ENCOUNTERED BEFORE. WE WOULD LIKE TO THANK THE WHOLE TEAM FOR THEIR WARMTH AND GENEROSITY.

HANNAH BARNES, VOLUNTEER, THE CRIMSON WAVE

CARE

WELLBEING

WELLBEING

Our approach to well being is simple; keep our people engaged and motivated in their work, listen to what they need and give them the tools and support to help make things better.

As well as supporting physical well being, with initiatives such as our health screening and in-house physiotherapist, we're also investing in improving mental well being and have launched Jordan's Conversation, our mental health awareness programme that includes training mental health first aiders, drop in sessions and resilience training.

£36,900
INVESTED

246
OCCUPATIONAL HEALTH ASSESSMENTS

686
FAMILIES TO LOOK AFTER

LETTING PEOPLE KNOW IT'S OK TO NOT BE OK

During Mental Health Week 2018, Seddon launched Jordan's Conversation, an initiative created to raise awareness of mental health; it is named after Jordan Bibby, a painter and decorator at Seddon who took his own life in September 2017.

His passing deeply affected the team, as colleagues were left shocked and saddened they were unable to spot the signs that Jordan was struggling and needed help; help that would have come in abundance had he reached out.

Working alongside registered charity Mates in Mind, we've created a toolbox talk designed to raise awareness of mental health and have trained a team of 12 mental health first aiders, trained to recognise the signs that colleagues may be struggling and need help.

Jordan's Conversation events have been held at offices and on sites across the North West and Midlands, and over the last 6 months over 400 employees and subcontractors have attended a Jordan's Conversation session. #startheconversation #breakthesilence

OUR JORDAN'S CONVERSATION AMBASSADORS

"JORDAN'S CONVERSATION IS SUCH A VITAL INITIATIVE: I FELT I HAD NO OPTION BUT TO GET INVOLVED, TO HELP; IT'S WHAT JORDAN WOULD HAVE WANTED. WE NEED TO GET MEN ESPECIALLY TO OPEN UP ABOUT HOW THEY FEEL. WE NEED TO LET THEM KNOW THAT NO ONE IS BULLET PROOF, THAT IT'S OK TO NEED HELP AND WE NEED TO ENCOURAGE THEM TO REACH OUT FOR SUPPORT."

MELANIE CHEATLE, JORDAN'S MUM

PLEDGE TO PROTECT

In 2017 we asked our people to review the way in which we look after each other on site, and following workshops, they came up with the PROTECT initiative, which we launched in our 2017 safety conferences.

Our PROTECT initiative focuses on 3 things:

- **Housekeeping** - a clean and tidy workplace is also a safe one
- **Risk Assessments and Method Statements (RAMS)** - reading and understanding RAMS, think, plan ahead and remove the risk
- **Behaviours** - speaking up when something is wrong.

During interactive workshops at the conference we asked our people what they wanted to protect in their own lives and those of their co-workers, and they said things such as "walking my daughter down the aisle at her wedding," and "playing football with my children."

We then asked them to consider these factors with regards to managing risks and looking after each other when working on site, so that we protect the things that are important.

JOSH HODKINSON, PLUMBER PLEDGES TO PROTECT

"PROTECT IS A SIMPLE MESSAGE. PROTECT YOURSELF AND PROTECT YOUR COLLEAGUES, SO THAT WE CAN ALL ENJOY LIFE'S SIMPLE PLEASURES"

PETER JACKSON, MD, SEDDON

THINK

ENVIRONMENT

ENVIRONMENT

We're committed to taking action that contributes to a lower carbon, resource efficient built environment. All of our initiatives are based around our ability to make the best use of materials, water and energy over the life-cycle of built assets to minimise embodied and operational carbon impacts, looking at areas such as:

- Create innovative sustainable solutions
- Minimise, reuse, recycle and convert energy to waste
- Apply carbon management and reduction
- Procure recycled and sustainably sourced materials
- Reduce usage of natural resources
- Improve efficiency
- Comply with applicable environmental legislation and other requirements

£75,000
INVESTED

750
TONNES
DIVERTED
FROM LANDFILL

MANAGING CARBON

As part of our environmental strategy Seddon has introduced 10 electric and plug-in hybrid cars to our fleet over the last 12 months. A further 3 vehicles will be joining the fleet by the end of 2018 and plans are in place to double this number into 2019.

Charging points have also been installed at our office in Bolton, with plans in place for installation at our other offices in the next 12 months.

The benefits of an electric fleet are not just environmental as these vehicles have also been proven to be cheaper to run and maintain. In addition, the reduced harmful exhaust emissions is good news for our health and recent findings have shown that several EV features can improve safety.*

*Source: www.ergon.com

"AS PART OF OUR COMMITMENT TO REDUCING CARBON EMISSIONS WE HAVE INTRODUCED A NUMBER OF ELECTRIC AND HYBRID VEHICLES TO OUR FLEET WITH PLANS TO INCREASE THESE NUMBERS OVER THE NEXT 12 MONTHS."

STEVE PAGETT, TRANSPORT MANAGER

CLEAN ENERGY

As a result of investing in our own Solar PV, we have generated 86,672 kWh of electricity which is equivalent to a reduction of 64 tonnes of CO_2 emissions OR

158,059

MILES DRIVEN
BY AN AVERAGE PASSENGER VEHICLE

27474
LITRES OF UNLEADED PETROL

1672
TREE SEEDLINGS GROWN FOR 10 YEARS

Feed in tarriffs have also generated around £32,500, which has been reinvested into energy saving initiatives.

"WE'RE COMMITTED TO PROTECTING THE ENVIRONMENT WE HAVE REVIEWED THE MATERIALS WE PURCHASE, OUR FLEET, OUR ENERGY CONSUMPTION AND HOW WE BUILD TO MAKE SURE WE ARE REDUCING OUR CARBON FOOTPRINT"

REDUCE, REUSE, RECYCLE

We have been working for more than a decade to reduce the amount of waste generated from our sites, by working with our site teams to develop effective site waste management plans, building in better management of resources, control of use and less waste. As a result, , we have been able to actively reduce our waste, year on year.

The table below demonstrates how our performance has improved in line with the waste hierarchy. Our tactics to reduce waste from construction projects has now reached a record high of 73% and we are consistently diverting more than 96% of waste away from landfill.

"THE BRICK INDUSTRY HAS A TARGET TO REACH 0.48G/TONNE OF WASTE SENT TO LANDFILL BY 2020.WITH CONTINUED INVESTMENT IN OUR OWN PRACTICES WE ARE ON TARGET TO MEET THIS."

ELLEY ORMEROD, TRAINEE QS, MAGGIE HEAP, COMMUNITY PROJECTS MANAGER AND STEVE FOSTER, DIRECT SERVICES MANAGER GET STUCK IN AT A TREE PLANTING EVENTS FOR CITY OF TREES

"THE ENVIROMENT IS HUGELY IMPORTANT TO US, AND TO FUTURE GENERATIONS. WE ARE COMMITTED TO IMPROVING THE ENVIROMENT AS MUCH AS WE CAN NOW, TO ENSURE THAT FUTURE GENERATIONS CAN ENJOY IT TOO."

LIZ GROUNDLAND, HEAD OF SHEQ

Seddon

PEOPLE MAKE PLACES