



P&M

sustainability report 2023

The P & M Group

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The P & M Group has always aimed to be a responsible and ethical business, but we recognise that we need to continually improve in order to reduce our negative impacts and increase our positive impacts. More importantly we realised we needed a strategy and plan for this and so Project Acorn was born.

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our vision for the future

Like all key initiatives that affect how a business operates it must have the buy-in of the most senior person in the organisation and be supported by the senior leadership team if it is to have any chance of success and making a difference.

In my early twenties, I was greatly influenced by what was happening in the refrigeration industry. The impact it was having on the ozone layer led to the United Nations 1987 Montreal Protocol agreeing to phasing out the production of numerous substances responsible for ozone depletion, including certain refrigerants (HFCs & HCFCs). This led to a lifelong interest and passion in the environment.

Fast forward to 2020, I have become even more passionate about the environment and the damage we are doing. Businesses large and small have a responsibility to play a part in addressing the multitude of crises and challenges that face us all and which should compel us to take action.

Our approach has been to establish Project Acorn, which has given The P & M Group the impetus we need to take action not only to reduce our negative impacts but to go beyond this and explore what positive impacts and influences we can have particularly in our sector in construction, which is one of the biggest contributors of carbon emissions and has one of the highest social impacts.

This report sets out the journey we have taken, our aspirations for a better world and a better future, and the actions we have committed to.

Mighty oaks from little acorns grow....



Andy Moon
Chairman



The P & M Group



Produced in collaboration with our Sustainability Partners
Wylde Connections Ltd – www.wyldeconnections.co.uk

our journey

Our sustainability journey, in practice, started a long time ago when Corporate Social Responsibility was a term used to describe the behaviours of an ethical and responsible business. Thus, embracing sustainability is not something that is new to The P & M Group. As a third-generation company, our core values have provided us with our guiding principles from the outset and our ethos and culture is reflected in our day-to-day operations.

However, there has been growing public awareness of sustainability and in 2020 we decided to look into this deeper. There followed a period of seeking out knowledge, speaking to one of our major suppliers and taking advantage of the huge resources and information available through our bank (Lloyds). It was evident early on that we didn't know much at all, but what we did learn was that the key barriers to making progress are education (resource), resources (time and finance), and stakeholder engagement. We recognised we would need help if we wanted to make further progress.

In 2022, we were approached by one of our major clients to be part of their green supply chain to deliver net zero carbon buildings. We are now working closely with them on how we reduce our carbon on site and are trialling the use of HVO fuel in site plant. We have purchased carbon credits to help offset our carbon usage as we look to transition to a carbon neutral business.

Becoming Net Zero is only one of the measures of a sustainable business. We appointed Wylde Connections in 2022 to help us develop a sustainability strategy and I am grateful to Denise Taylor and her team who have guided, educated and challenged us to put Net Zero in the context of the bigger picture of sustainability.

This report therefore includes a number of actions and as part of this we are in the process of establishing our Greenhouse Gas baseline emissions. This will give us the basis for setting our targets for our Emissions Reduction Plan on our journey to Net Zero.

One of the key factors to the success of this transformational initiative is the level of staff engagement. A group of twelve plus employees from across the



business have been fully engaged and committed in the process from the very start. The next logical step was to formalise our own commitment to sustainability and we have appointed a Group Sustainability Manager from within this team; a testament to our “grow your own” philosophy.

We have used the UN SDG Compass as a guiding framework for aligning relevant UN Sustainable Developments Goals across our value chain.

Taking your first step on your journey to becoming a more sustainable business can be challenging, but we've realised that there are also rewards and opportunities. It's always been our philosophy to be a responsible and ethical business so some of the actions will provide us with quick wins, particularly in relation to our social impact. But the most important thing is that we are making concerted efforts to reduce our negative impacts and go beyond this to having a positive impact for the benefit of future generations.

We are also pragmatic. We quickly recognised you can't do it all at once, which forced us to take a longer-term view, otherwise the scale of the task may seem overwhelming.

“Our own journey reminds me of Aesop's fable: "The Tortoise and the Hare". At present, most companies, including ours, are the tortoise, with a very, very, very long way to go. But this should not stop us from embarking on the journey.”

Andy Moon

our road map to sustainability

Our Road Map sets out our vision for the future. It looks at our short, medium and long terms goals and actions.



We see Project Acorn as being a key part of our legacy. The team has worked hard to develop our sustainability strategy and our Road Map has been distilled from our detailed Action Plan. This will be implemented over the next few years, building on the solid foundations we have already laid down as a growing business.

But we won't stop there. We will continually strive to improve our operational practices every step of the way. We will respond to new ways of thinking that will help us to achieve our sustainability goals and objectives.

We are proud that we are a learning organisation and this ethos and philosophy will help us to stay on course to achieve our goals and objectives for each of our milestones.

2023

- Establish baseline GHG emissions
- Develop GHG Reduction Plan
- Develop Sustainability Learning Programme
- Develop quantifiable Waste Reduction Plan
- Implement environmental onsite Tool Box Talks (TBT)
- Carry out Supply Chain audit and due diligence

- Review and update our Net Zero targets
- Develop Learning Hub for in-house knowledge
- Embed Sustainability throughout whole company
- Carry out product Life Cycle Assessments
- Implement strategy for Supply Chain collaboration to reduce collective negative impacts and increase positive impacts

2024

2025

- Review Road Map and set further goals
- Achieve third party Sustainability accreditation
- Report Impacts through SBTi or equivalent
- Engage in biodiversity projects to support UN SDGs 14 & 15
- Define purpose as part of progression towards Net Positive

- Zero waste to landfill
- Equality in the workplace
- Introduce an apprenticeship scheme
- Build a sustainable supply chain
- Complete the transition to more sustainable fuel e.g., HVO
- Revamp our head office into a green zero emissions, zero waste building
- Identify a biodiversity project to support
- Set a target date for stopping the use of carbon credits
- Increase our action on social value and define future goals

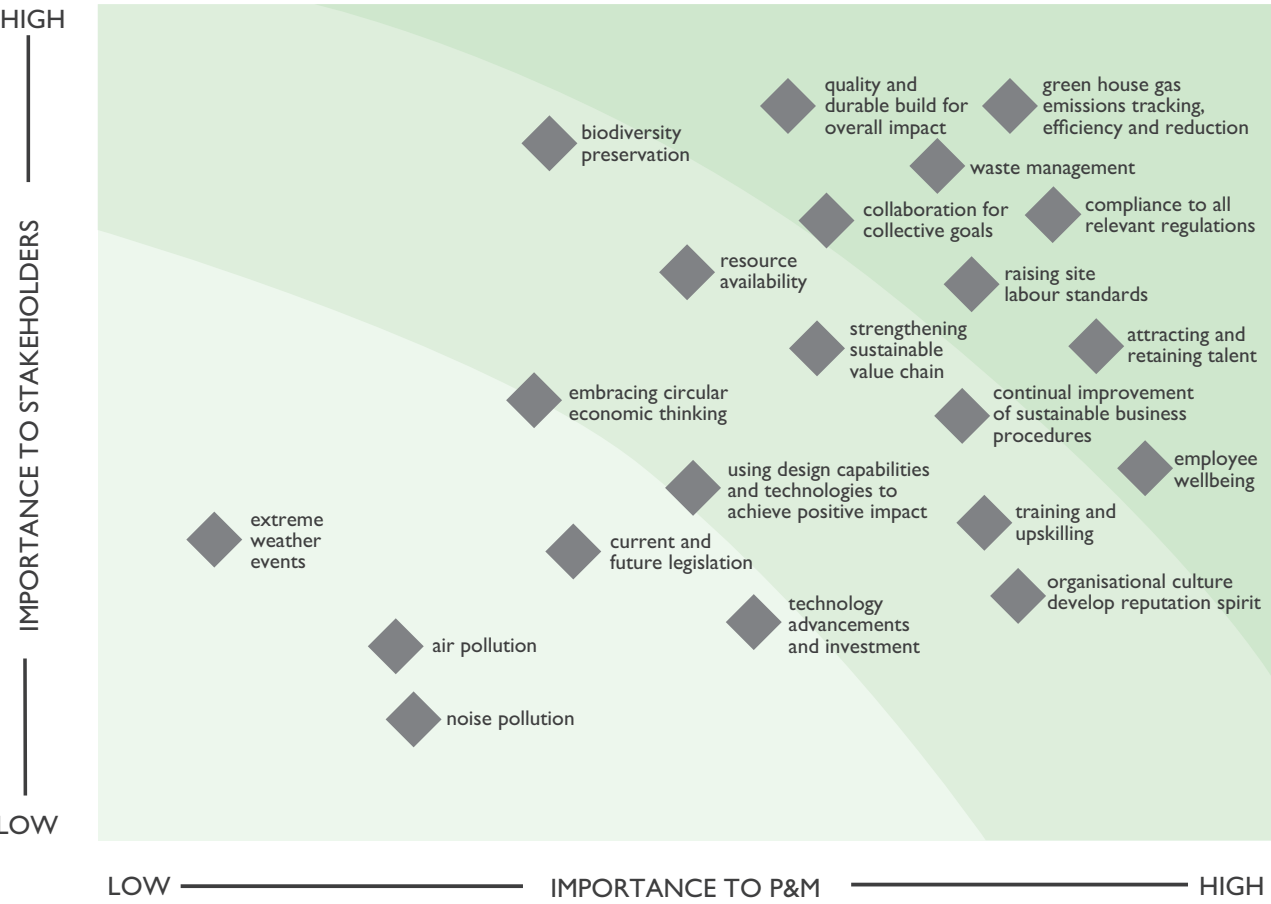
future

prioritising what's important to us and our stakeholders

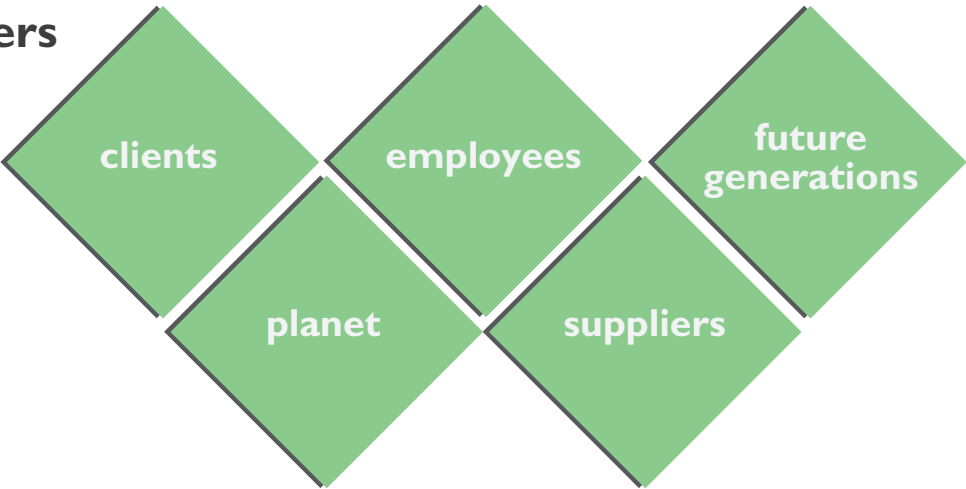
We spent considerable time deliberating on who our stakeholders are and what is important for us and for them; in other words what is material.

No business exists in a vacuum and in identifying who our stakeholders are, we recognised that we should consider the complexity of relationships and interdependencies between The P & M Group and all its stakeholders from customers to employees to suppliers and the wider community.

It was also important to us to consider other dependencies that are material to our business. As part of our value chain we rely on resources that are provided by the Planet. In fact, everything we all do in our daily lives is dependent on having a healthy Planet that supports all life. This means, that it is imperative that we act and behave in ways that help to protect our life support systems for future generations. We have therefore identified the Planet and Future Generations as two of our key stakeholders to help guide us in our decision making and the actions we take.



our stakeholders



At the heart of our discussions about sustainability, we recognise that our social impacts are also a key consideration for the Group. Indeed, the United Nations 17 Sustainability Development Goals are focused on social equity, justice and health for all. For The P & M Group, this starts with our employees and what is important or material to them as well as to the business. Health, safety, security, and wellbeing were all identified as being vitally important.

Our ethos is to work collaboratively with our clients, partners, suppliers and our wider community. Our clients and suppliers are part of our value chain as well as our supply chains operating in the construction sector.

As part of our materiality assessment, we have considered where we have alignment on important issues such as biodiversity preservation, and our joint responsibilities to reduce our GHG emissions, air pollution, and noise pollution. This will help us to have open and frank discussions about having a bigger positive impact through working collectively.

The success of our business relies on good governance. Increasing legislation and compliance will mean that all companies will be required to meet their legal, environmental and social obligations. The construction industry already has strong legislation designed to protect people and the environment but we aim to go further than being compliant. Our vision is for The P & M Group to be recognised as an ethical and responsible business and a positive contributor within

its communities here in the UK and at our division in Australia. Furthermore, we will not wait for legislation and compliance to be in place. We have committed to our sustainability Road Map which will see us making any transitions towards compliance and reporting before we are legally required to do so. We believe that continual improvements in our governance will only serve to make us a stronger business.

Biodiversity preservation is too often one of the least considered issues, but for us, it is a material issue. Without healthy planetary systems that are rich in biodiversity, we are putting our own existence at risk. More than this, we are depriving future generations of the opportunities that current generations have to enjoy nature and benefit from our natural resources. We aim to educate ourselves and others about the natural world and what it means to our business, and to implement initiatives and programmes designed to protect biodiversity.

“ By working collaboratively and collectively within the construction industry value and supply chains, we can achieve greater positive impacts. ”

embracing the circular economy

We believe that embracing circularity is something that we should all be doing in our personal lives as well as in our business.

Because we are at the start of our sustainability journey, this is perhaps one of the more challenging aspects for the Group, but already we can see where we can take positive action. A medium term goal is to carry out a Life Cycle Assessment on the products we manufacture. We will look at where we can reduce waste through product design, how we can source alternative raw materials with lower impact and how we can close the loop on our products at end of life.

We are already reducing impacts through the quality and durability of our solutions, whether this is the products we manufacture, the components we purchase and assemble, and the maintenance we carry out. By keeping products and installations in use over a longer life span, we can reduce emissions. A Life Cycle Assessment will help us to quantify this for future reporting.

By thinking about how we can reduce waste, we have worked collaboratively with a number of clients to identify how we can improve designs as well as processes.

One of the first tasks for our newly appointed Group Sustainability Manager is to explore further how a circular economy mindset can be applied across all our business operations.

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Our aim is to look at all areas of our operations to evaluate where we can embrace a circular mindset, close loops and design out waste. To achieve this we will work collaboratively with both our customers and our suppliers.

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nurturing collaborative supply chains

In today's modern world, it is expected that sustainable supply chains need to be resilient and efficient and increasingly they need to be ethical.

Our supply chains are complex across the divisions of our business, and historically we have always used our values as guiding principles when working with our suppliers. The nature of our work in the construction sector means that we work collaboratively with large corporate suppliers as well as many smaller suppliers.

We regularly conduct supply chain audits to ensure compliance. However, we go further to ensure that modern slavery and bribery and corruption practices are not present. When it comes to sourcing raw materials and components, we continually challenge our own practices and thinking, as well as that of our suppliers; seeking alternative raw materials where feasible.

We recognise that our business also needs to be financially and competitively sustainable, which means we need to avoid supply chain disruptions that can have a negative impact, affecting our supply chain both upstream and downstream. This is a key part of our governance which is underpinned by our robust policies and processes.

Our supplier relationships are important to us. They are our co-creators in being able to deliver the highest standards of products and services to our customers, whilst working jointly and collectively to protect people and planet by reducing negative impacts and increasing positive impacts. We are fortunate that our largest suppliers are advanced on their sustainability journeys which makes it easier to share best practice, knowledge and ideas.



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Our suppliers are a vital part of our value chain. We view our suppliers as collaborative partners and work closely with them with the aim of achieving our collective sustainability goals. This includes working to adopt circular economy principles as well as reducing impacts along our value chains.

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our social impact

As a responsible and ethical business with strong core values, we aim to have a positive impact on society.

This starts from within our Group by fostering a positive culture and ethos which makes our staff proud of the business they work for and the colleagues they work with. Fairness, equality and inclusivity are a fundamental part of our organisational culture and this extends out to all our other stakeholders whether this is customers, suppliers or our local communities.

The work we have engaged in to develop our Sustainability Strategy has given us the opportunity to review our culture and values as well as our social policies and procedures. Our Action Plan involves a detailed Stakeholder Engagement Plan which we have already started to implement, and it is our intention to embed sustainability into every aspect of our business.

The United Nations SDG Goals have provided a framework for informing our commitment to achieving a positive social impact. The three goals that are relevant to our business and stakeholders are:



Good health and wellbeing



Gender equality



Decent work and economic growth

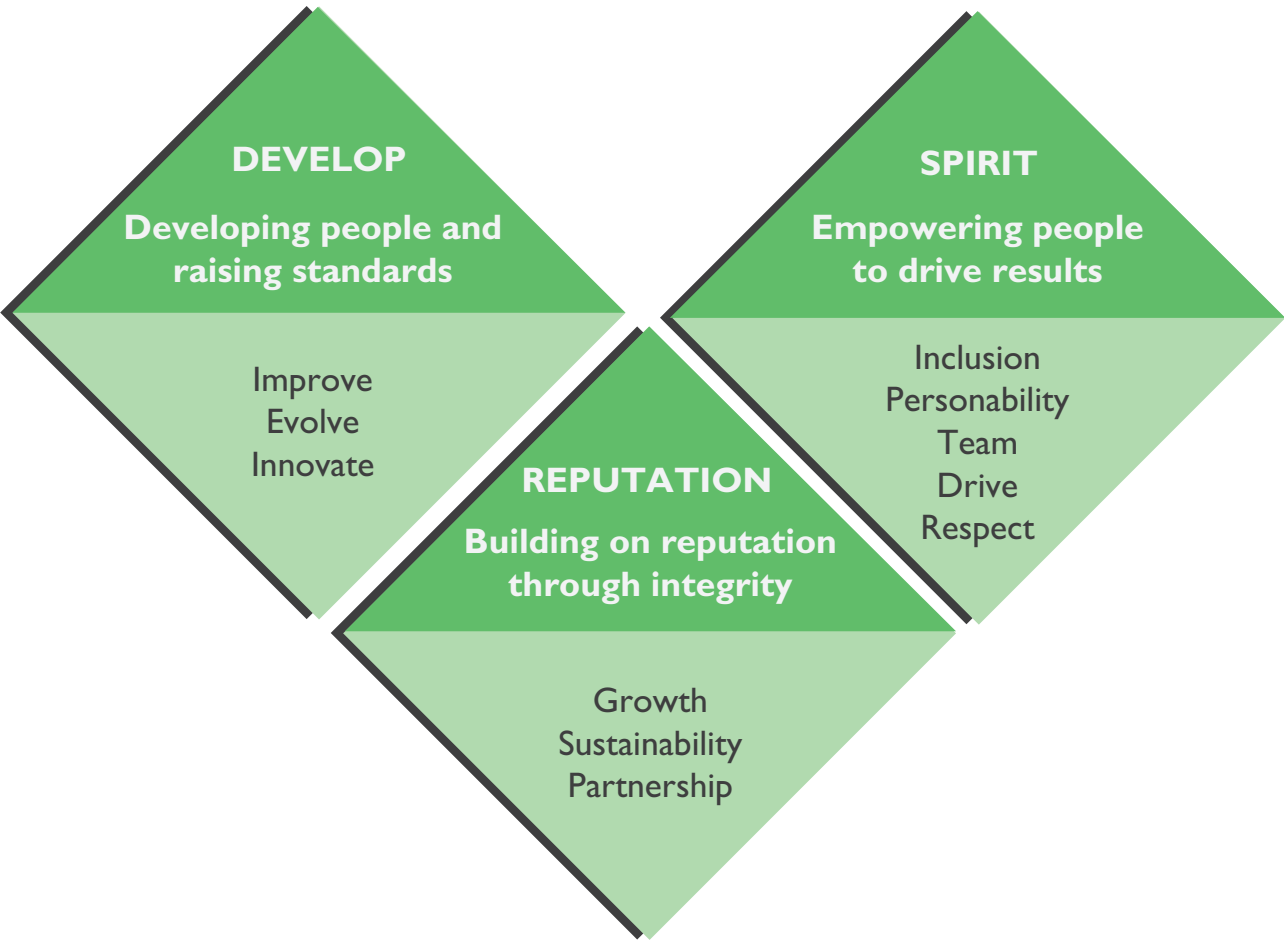
our mission

To have a truly Customer Focused and distinct business providing innovative and reliable solutions that develops, nurtures and recruits talented people who through their motivation enthuse our customers; and to each be part of leaving the business better than when we joined it, ensuring its continued growth and prosperity.



our values

Values are principles or standards of behaviour, they encompass ethics, moral code, standards, codes of behaviour and rules. They are the fundamental beliefs upon which the Company is based. They are the guiding principles that we use to manage our internal affairs as well as our relationship with our stakeholders.



promoting a safe, healthy and happier working environment

In the construction sector, safety at work is a paramount consideration. We work hard to eliminate accidents both in our factory and out on-site and our Accident Record figures back this up.

Having a healthy working environment is also hugely important to us. The P & M group has strong policies and processes in place, but it is important that we go beyond this. We provide our staff with the right training and the support they need.

We provide a range of incentives as well as the opportunity for personal and professional development. We are proud that we have a learning culture throughout our organisation and encourage and empower staff to take advantage of the opportunities offered and indeed for suggesting new initiatives and ways of approaching our work.

We promise fairness, equality and diversity throughout our Group and employ people based on their merits.

empowering leaders of tomorrow

Sustainable leadership is built on the bedrock of personal values. The senior leadership team throughout The P & M Group are all committed to achieving the Company’s sustainability goals. But we also want to nurture the leaders of tomorrow. As part of the development of our Sustainability Strategy and its implementation we took the decision to promote a Group Sustainability Manager from within the organisation to oversee our progress and to keep us on track.

The ethos and culture of our business has always encouraged nurturing talent from within the business and empowering staff and teams to realise their potential. This means that we proactively nurture the leaders of tomorrow and it is important to us that sustainability becomes completely embedded in all our activities, with all stakeholders understanding what we are aiming to achieve.



our alignment with the UN Sustainable Development Goals

Aim to source more technologically advanced products and components with lower impact from suppliers.

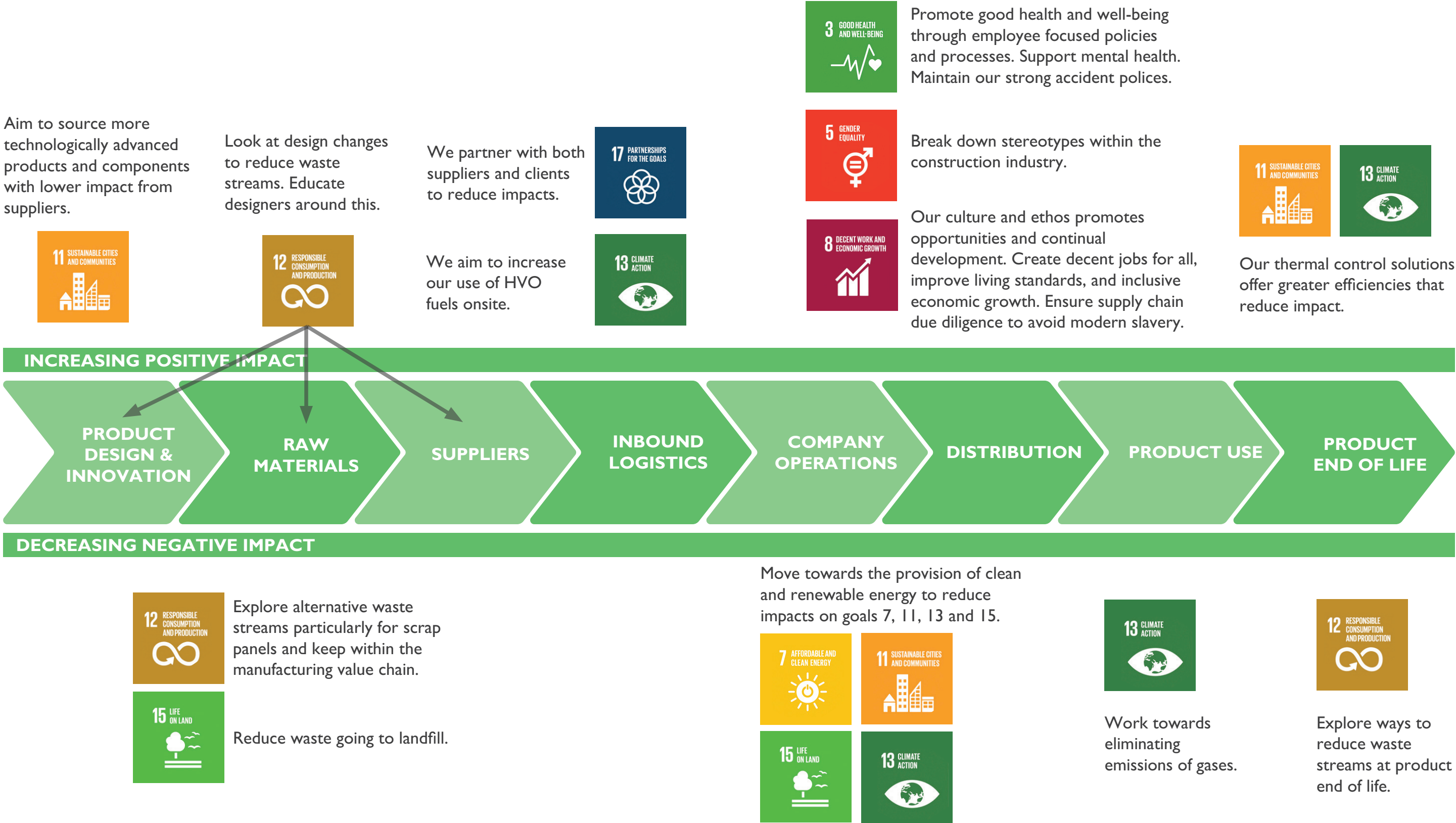
Look at design changes to reduce waste streams. Educate designers around this.

We partner with both suppliers and clients to reduce impacts.

We aim to increase our use of HVO fuels onsite.

The P & M Group has utilised a number of different business models and methods to help guide our thinking and approach to sustainability. One of the main frameworks we have adopted is the United Nations Sustainable Development Goals. This has provided us with a clear direction and focus

that has helped us in formulating our Action Plan, and in order to arrive at this point we conducted a Value Chain mapping exercise to evaluate those Goals that have the most relevance to our business operations. It is our intention to regularly review the Goals and Actions and update this at least once a year.





looking to the future

Project Acorn embraces an ethos and philosophy that will see our business grow and develop but doing so in ways that have a positive impact.

Our social impact is one where we can make the greatest strides in the shortest time, and by embedding sustainability across every area of our business, we can influence behavioural change that will have a ripple effect in our sector and in our communities. Our aim in the next 12 months is to further develop a learning culture across all areas of the business, and to do this through a sustainability lens.

The environmental challenges we all face are complex and perhaps present the greatest barriers. We recognise that we operate in an industry that is one of the biggest contributors to environmental damage, but we

are committed to reducing our own negative impacts, influencing our supply chains to reduce theirs, and indeed to going beyond just being less bad and instead striving to have a positive impact.

The very nature of the projects we work on will play a future role across a number of areas including food security and availability, reducing food waste, and keeping people safe.

Embracing circular economy thinking will help us to improve our products, services and processes to reduce impacts.

The seed of sustainability has been well and truly planted within The P & M Group, and we are committed to watching Project Acorn grow and develop.

“It is our responsibility as businesses to ensure that we do everything we can to reduce our negative impacts and increase our positive impacts for the sake of future generations. We want them to have the same opportunities as we have enjoyed, vibrant, prosperous and healthy communities, and ecosystems that are rich in biodiversity. We can only achieve this by taking both individual and collective action and for businesses to fully embrace sustainability.”

we can achieve more together

By working collaboratively we can amplify positive impacts.
Contact us today to open the conversation.

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The P & M Group

