



# **Growth and development without boundaries**

## **Strategy and Action Plan for Social Value and Sustainability**

***“We are fully committed to delivering social value and sustainable development at S&T Cover. This strategy and action plan forms an essential path for the future growth and success of our business as well as the communities in which we work. This strategy and action plan is centred around social issues outside our traditional management boundaries where they are relevant to our activities and services. Our core objectives and operational focus remains delivering safe, efficient, and reliable services.” Adam Pinfield - Business Director***

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SUSTAINABILITY

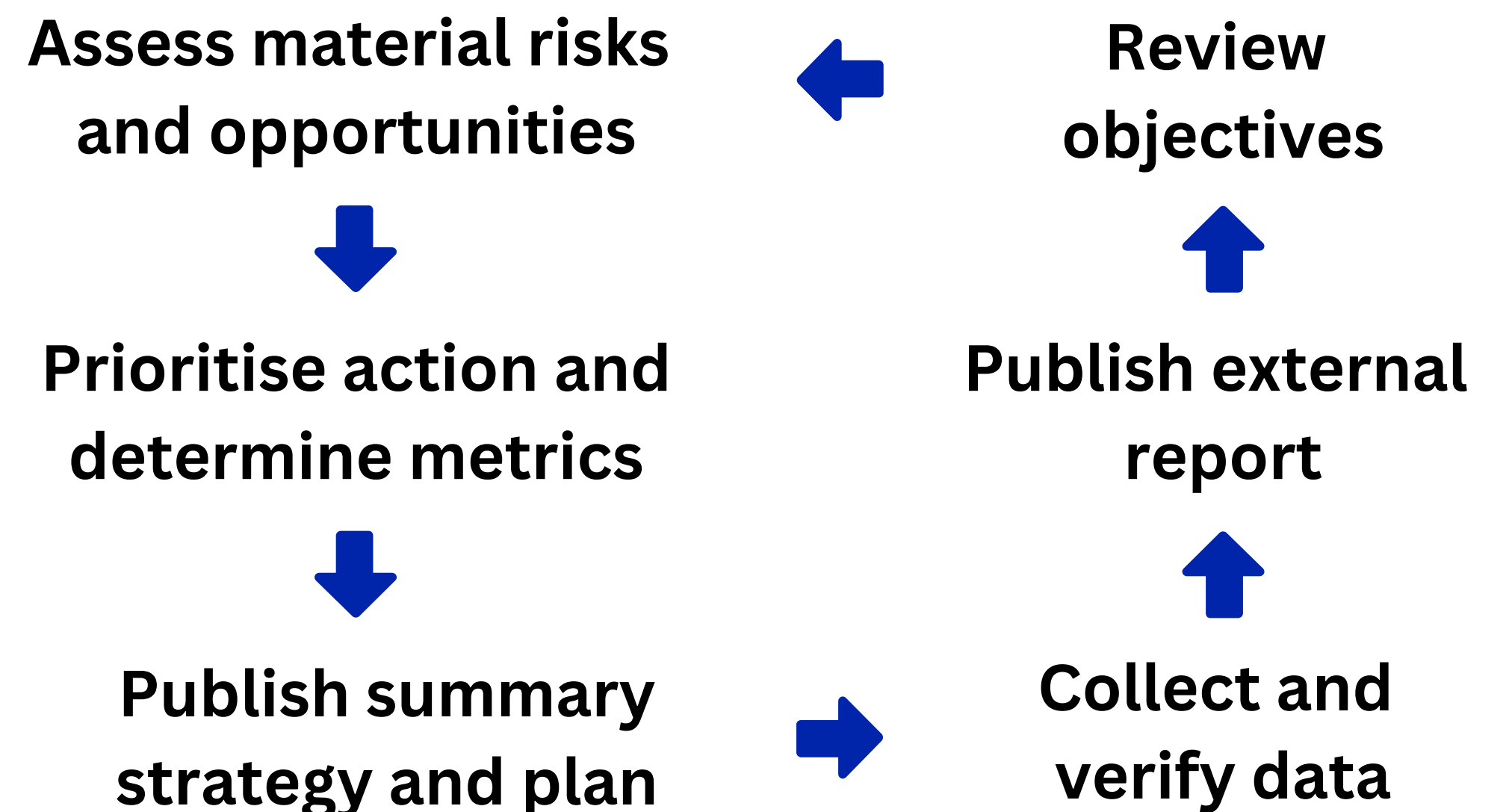
**The aim of this plan is to provide focus and leadership to support sustainability and social value action that is supportive of our industry and specific client goals and objectives.**

S&T cover joined the Step-By-Step Sustainability membership scheme to obtain independent and external guidance on Environmental, Social and Governance factors relevant to our activities, and to facilitate long term support and transparent reporting on our sustainability goals.

We will aim to deliver the commitments and goals noted here by January 2024 and publish a report on our performance within three months.

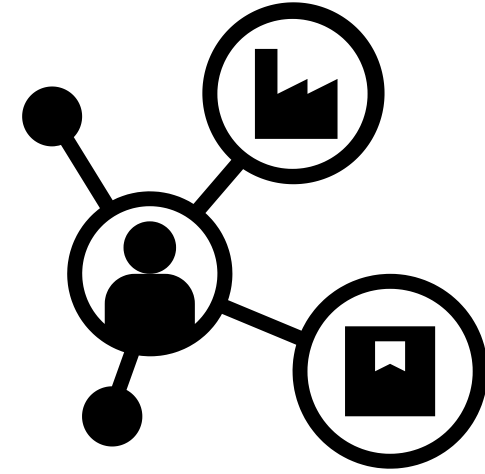
**Note that general industry and legal environmental requirements are covered under our existing policies and certification to Quality (ISO 9001:2015), Environment (ISO14001:2015) and Health and Safety (ISO 45001:2018) standards.**

### The Step-By-Step process



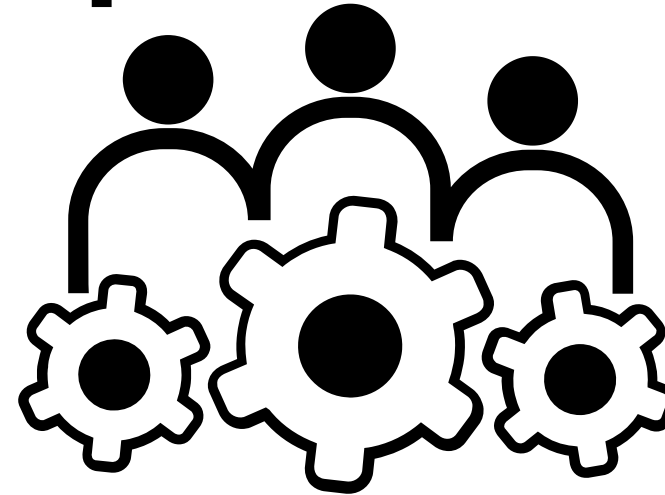
# Key management objectives and impact areas

## Suppliers



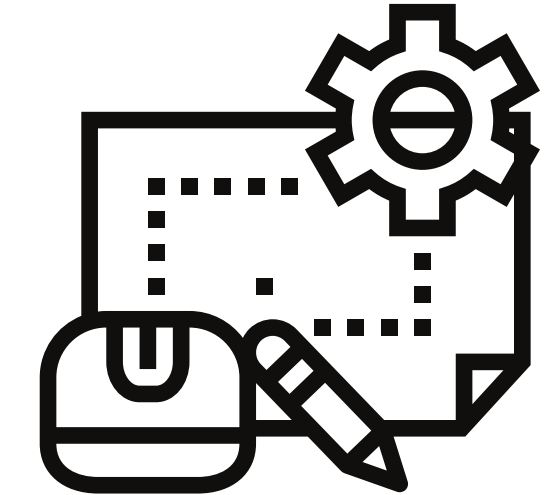
- Align our suppliers to support our sustainability goals and green infrastructure development
- Develop industry partnerships with other SMEs to broaden service scope and deliver value

## Operations

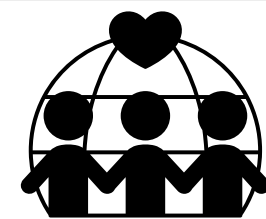


- Invest in our workforce mental health and wellbeing
- Invest in environmental training
- Reduce our carbon emissions
- Modernise and streamline our management and associated software systems
- Engage all our staff in the delivery of sustainability and social value

## Services



- Increase our scope and capability in delivering green infrastructure within our service scope
- Become a leader in climate change and severe weather risk associated with the equipment we install
- Infrastructure decarbonisation



## Industry and community support

- Support the communities in which we work through volunteering and local employment
- Deliver STEM and career engagement activities with local schools and colleges
- Invest in the training and development of future engineering talent within our scope of services
- Abolish modern slavery and improve railway security and vetting



# Environmental Action

Supporting UN Sustainable Development Goals



## Achieving net zero

**EN1** We have measured our baseline Carbon emissions as 339.63 Tonnes CO2e for the 2020/2021 financial year and have set targets to reach net zero by 2050.

The S&T Cover leadership team has committed to reaching net zero by 2050 through on average 12% year on year reductions in carbon emissions. We will achieve this by:

- **EN1.1** Hiring, procuring, or leasing only vehicles that are 100% electric or ultra-low emissions where available on the market.
- **EN1.2** Improving electricity use measurement and data.
- **EN1.3** Implement a site energy standard that will aim to reduce on site use of fossil fuels to zero.
- **EN1.4** Update our emissions inventory in line with Greenhouse Gas Protocol.

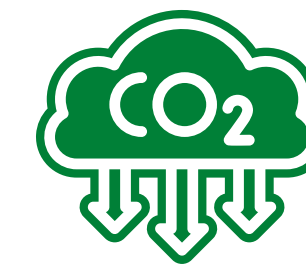
### Key environmental performance metrics

- **EN1.1** Aim for 10% reduction in direct diesel and petrol use as measured in baseline.
- **EN1.3** Zero on site fossil fuel use.
- **EN1.4** Improve data availability and quality to enable compliant carbon GHG protocol inventory.



## Infrastructure resilience to climate change and severe weather

**EN2** We will further develop our skills required to deliver resilient and risk assessed equipment installation in terms of climate change and extreme weather events and implement best practice mitigation across our projects.



## Decarbonisation of infrastructure

We will implement service focused initiatives to decarbonise the infrastructure we design and install by:

- **EN3** Determining scope and developing skills required for renewable power solutions for signalling equipment.
  - **EN4** Identify core or standard civils delivery elements and conduct detailed embodied and construction carbon review and outline best practice for carbon reduction to inform future plans.
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- **EN2** 40 hours CPD or awareness training on climate change and severe weather on rail infrastructure.
  - **EN3** Senior leadership review and action plan for renewable energy services for signalling equipment.
  - **EN4** Detailed assessment and approach for low carbon best practice that can form part of future proposals.

# Social Value

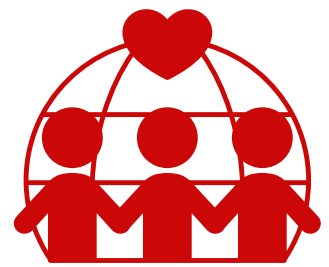
## Supporting UN Sustainable Development Goals



## Our People

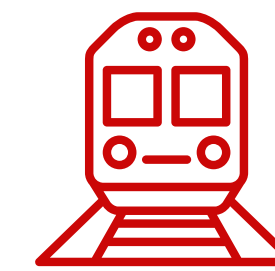
A happy and healthy workforce is key to delivering a great client service. To deliver on this aim we will:

- **SO1** Review, implement and the six "Mental Health at Work" standards with staff brief.
- **SO2** Implement a written policy on working from home and volunteer leave.



## Support the communities in which we work

- **SO3** Deliver volunteering support for local community projects.
- **SO4** Deliver work experience opportunities for ex-armed forces, ex-offender or local students in our local community.



## Inspiring the next generation of railway professionals

A sustainable company and railway industry relies on the development of fresh critical rail skills and giving young people opportunities and pathways to employment in rail. To help achieve this we will:

- **SO5** Establish an apprenticeship programme and appoint our first apprentice in 2023.
- **SO6** Deliver two STEM subject engagement sessions with local primary schools.
- **SO7** Deliver One "taste of industry" and one "routes into engineering" session with selected local colleges.

## Key social value performance metrics aligned to PPN 06/20 Social Value Model and Industry

- **SO1** 60 People hours of learning interventions.
- **SO2 & 3** Deliver at least 100 Community volunteering hours.
- **SO4** Deliver at least 1 (10 day) work experience opportunity.
- **SO5** Deliver at least 1 formal Apprenticeship in 2023.
- **SO6 & 7** Deliver 4 education and career engagement days.



# Governance and Operations

## Improving our capability, profile and the way we work

The type of services we deliver and the way we operate are essential in facilitating internal as well as industry and community benefits and a sustainable future. We will:

- **GO1** Develop our internal and SME supply chain capability to deliver green infrastructure, specifically with our current scope including solar powered rail equipment and supporting growing rail freight interfaces.
  - **GO2** Assign clear accountability and responsibilities for delivering our social value and sustainability commitments and include this in performance reviews.
  - **GO3** Review, update and streamline our management system and associated IT and software systems.
  - **GO4** Improve and externally assure our process for National Railway Security Programme and vetting requirements.
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- **GO1** Identify supply chain gaps and address these in terms of renewable energy solutions and rail freight delivery.
  - **GO2** 100% of permanent staff allocated responsibilities outlined within this plan.

## Supporting UN Sustainable Development Goals



## Developing a resilient and supportive supply chain

Our supply chain is critical to our overall success, and we must do more to ensure risks are managed and our supply chain is developed to support our strategic direction. We will:

- **GO5** Issue this summary plan to our supply chain with a senior leadership cover and request their support in delivering the goals outlined here.
- **GO6** Map and assess our supply chain risk in terms of modern slavery.

### Key social value performance metrics and actions

- **GO3** Conduct review, rationalise and automate core elements of our management system.
- **GO4** External review and assurance of security and vetting requirements and assure 100% of contractors to same standard.
- **GO5** Issue summary plan to 100% of our current and future supply chain and encourage support.
- **GO6** Map and assess 100% of supply chain.



**This summary plan was produced for S&T Cover from the internal sustainability and social value strategy and action plan dated September 2022 as a member of the Step-By-Step social value and sustainability scheme ([www.step-by-stepsustainability.com](http://www.step-by-stepsustainability.com)).**

**Step-By-Step will review actions and performance reported by S&T Cover and require an annual report based on these commitments and objectives to be publicly available via its website ([www.s-tcover.co.uk](http://www.s-tcover.co.uk)) within three months of January 2024.**

**Produced by Step-By-Step Sustainability on behalf of Sustainability Sciences Limited.**

**Step-By-Step Social Value and Sustainability support includes:**

- Assessment of material Environmental, Social and Governance (ESG) issues
- Determine most urgent objectives for action
- Advise and assist senior leaders in practical delivery of objectives
- Annual review of performance and full re-assessment every 3 years
- Transparent annual reporting on commitments

**S&T Cover commits' to:**

- Delivering on the commitment's noted in this summary plan by 31-01-2024 and report on performance within 3 months
- Provide accurate information and performance data
- Publishing the summary plan and subsequent annual reports on the company website
- Engage all staff to deliver the objectives noted here and include these in annual appraisals and performance reviews