

OUR ESG STRATEGY: ONE YEAR ON

A year has passed since we first introduced our Environmental, Social, and Governance (ESG) working group. We have made significant strides in our journey towards sustainability and responsible business practices. We are excited to share with you the progress we have made within this year.

COMPANY PERFORMANCE

BGF annually analyse and score our ESG practices, these scores are benchmarked against other SME's across their portfolio. Over the past year, we have seen significant increases across all our scores, highlighting the effectiveness of our ESG strategy. The report also offers insights into areas where we can further enhance our practices.



We scored 74 out of 100. This is an incredible **100%** improvement on the previous years score.



This is an incredible **43%** increase on our 2021 scores. We will continue to build on this with further development of our social value strategy.



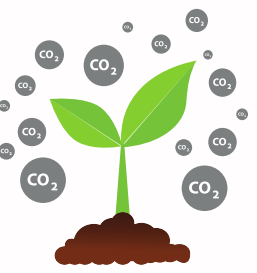
We achieved an impressive score for our Governance in 2021, yet we still saw an improvement in our score with a **21%** increase.

Charity & Sponsorship
£15,000

Diversity
18%
of our employees are women

Volunteering
45 hours

Solar Powered Welfare Units
100%



14.79% CARBON REDUCTION PER EMPLOYEE

We have reduced our Carbon output per employee by **14.79%** since June 2022.

Our carbon footprint progression this year is a **1.13%** reduction, and we continuing to offset the carbon we do use.

GOVERNANCE



We have successfully passed our audits for ISO 9001, ISO 14001 and FIRAS. We received the following comment from our our FIRAS audit:

'With good quality management and documentation comes full traceability from the tender stage of a job through to the handover stage, which is vital to maintaining the highest quality of work when on site.'

SURVIVING CHRISTMAS CAMPAIGN

One of our most notable social initiatives was our support for the Surviving Christmas 2023 campaign. We donated food, toys, and our time to help support those most in need in our local area:

The outcome of the 2023 campaign was:

- **835 food hampers** packed and distributed
- **100 visitors** to the Santa's Grotto
- Hosted **250 people** on Christmas and Boxing day.



In conclusion, the past year has been a period of substantial growth and progress for us. We are proud of the strides we have made, but we understand that this journey is ongoing. As we move forward, we are committed to continuously improving our ESG practices. We are excited about the journey ahead and we are confident that with our dedicated team and robust ESG strategy, we will continue to make a positive impact on our stakeholders and the wider community. The ESG Group would welcome any ideas or initiatives that you feel would help support our ESG strategy.