

SUSTAINABILITY STATEMENT

Introduction

This statement set out Sykes & Son's actions to promoting sustainability in our activities, in order to reduce the environmental impacts of those activities and to help our clients and supply chain to do the same.

Statement

We act sustainably based upon the following principles:

- Compliance with all applicable legislation, regulations and codes of practice
- The integration of sustainability considerations in our business decisions
- Ensuring that staff are fully aware of our principles and work to implement accordingly
- Minimising the impact of our activities on the environment
Making clients, sub-contractors and suppliers aware of our principles and practices, and encouraging them to adopt sound sustainable practices accordingly
- Striving continually to improve our sustainability performance

Our sustainability definition and ambition

We endorse the spirit of sustainable development that meets the needs of the present without compromising the ability of future generations to meet their own needs, and improving the quality of life while living within the earth's carrying capacities.

What this means to us is that we aspire to operate in a way that enables all people to realise their potential whilst protecting and enhancing the earth's natural capital. This aspiration is operationalised for our purposes by our sustainability objectives. We are therefore committed to improve continually the integration of sustainability into our working environment and business processes. We are committed to accountability and transparency in our sustainability performance.

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Practical Steps

Procurement and Resource Management

- With our move to Sykes House in December 2020, we made a commitment to reduce the volume of hard copies and paperwork we produce with a shift to cloud-based records. We are using new bean to cup coffee machines so that the ground coffee can be used as plant fertiliser to reduce waste
- We recently signed up to the ‘Sustain Supply Chain Code of Conduct’ which was developed by London Universities Purchasing Consortium and other higher education institutions
- We require compliance with industry schemes such as the CARES Sustainable Constructional Steels (SCS) scheme for reinforcement, EU Timber Regulations and FSC and PEFC schemes, and the use of recycled aggregates and low carbon energy use in production
- All paper used by Sykes has an ecolabel backed by the European Union system and is sourced from FSC certified schemes
- We have reduced the energy consumption within Sykes House with the introduction of LED lighting and PIR sensors
- All of our uniform is now produced by Beeswift Limited, a responsible supplier who audit their production facilities in accordance with the principles of the Ethical Trade Initiative (ETI), using approved IRCA auditors or accredited companies and in line with Sedex Members Ethical Trade Audit (SMETA) guidelines
- Sykes encourages suppliers to obtain BES6001 (Responsible Sourcing of Construction Products) certification for their products

Waste Management

- In managing our own waste streams, we follow the waste hierarchy, setting targets to reduce waste on a site-by-site basis. Minimisation of waste creation is managed through the use of Site Waste Management Plans (SWMP) compliant with the SWMP Regulations 2008
- We moved our yard and storage facility to Bow in 2020 – closer to central London to reduce our carbon footprint, and giving us increased storage facilities for waste and segregation, recycling opportunities etc

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- Sykes are licensed with the Environment Agency as a Waste Carrier for the legal transfer of waste in Sykes vehicles. We use certified waste facilities which aim to achieve a 0% to landfill policy. Our waste contractors use Energy from Waste (EFW) facilities
- We work with organisations such as ‘Recycling Lives’ - a Queen’s Award-winning recycling company and social enterprise that employ over 200 people, many of whom are from marginalised or disadvantaged backgrounds, to collect and recycle site waste, providing us with a guarantee of zero waste to landfill, whilst providing social value
- In 2021, we joined the National Hard Hat Recycling Scheme to recycle our old hard hats
- Sykes have signed up to the Paint 360 scheme to recycle paint. The Carbon Footprint Company calculated that a contractor using the paint can effectively run a transit van five miles carbon-free for each litre of paint used

Travel

- 32% of our workforce is based within London and 90% of our work is completed within a 5-mile radius of our Bloomsbury head office so public transport, walking or cycling is the preferred method of travel, apart from in exceptional circumstances where the alternatives are impractical and/or cost prohibitive
- In 2020, we signed up to the Bike2Work scheme and have bike racks at Sykes House to encourage staff to cycle to the office and local sites
- We avoid physically travelling to meetings etc where alternatives are available and practical, such as using Microsoft Teams or Zoom, and efficient timing of meetings to avoid multiple trips. These options are also often more time efficient, while not sacrificing the benefits of regular contact with clients.
- Sykes are certified to Fleet Operator Recognition Scheme (FORS) Bronze Level. The Fleet Operator Recognition Scheme (FORS) is a voluntary accreditation scheme for fleet operators which aims to raise the level of quality within fleet operations
- Our drivers are reminded of the need to reduce emissions to the air and have undertaken Anti-Idling Awareness training with City of London Corporation. Vehicles are tracked using our Quartix system and can be monitored.

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Working practices and advice to clients

- We undertake voluntary work and fundraise for the local community including a “Charity of the Year”, chosen annually to reflect the community in which we work
- Ensure that any associates that we employ take account of sustainability issues in their advice to clients
- Our QHSE Manager works closely with our environmental consultants, GEP Environmental and other specialists to get external advice and support. GEP is a major supplier of energy efficiency, low carbon engineering and environmental management services to the UK public and private sectors



Andrew Burr (Managing Director)

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