

# ON THE ROAD TO A SUSTAINABLE FUTURE



United Nations  
Global Compact

This report communicates our progress in committing to The Ten Principles of the UN Global Compact.





# CONTENTS

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<b>01.</b>	Foreword	<b>04</b>
<b>02.</b>	About	<b>06</b>
<b>03.</b>	UN Global Compact	<b>10</b>
<b>04.</b>	SDG Framework	<b>12</b>
<b>05.</b>	Our People	<b>14</b>
<b>06.</b>	Community	<b>20</b>
<b>07.</b>	Marketplace	<b>32</b>
<b>08.</b>	Innovation	<b>36</b>
<b>09.</b>	Health & Safety	<b>38</b>
<b>10.</b>	Environment	<b>42</b>
<b>11.</b>	Zero-Carbon Roadmap	<b>48</b>

# FOREWORD

*“Sustainability is no longer about doing less harm.*

*It’s about doing more good.” — Jochen Zeitz*

## Tim Whitehill, ESG Director

As the ESG Director and Co-founder of FCE Projects, I am immensely proud to present our first quadrennial ESG Report, coinciding with our 20th anniversary in business. This report underscores our steadfast commitment to sustainability, social responsibility, and robust governance practices. It is a testament to our dedication to creating long-term value for our stakeholders while positively impacting the environment and society.

Over the past four years, we have achieved significant milestones, including our commitment to the UN Global Compact and the Sustainable Development Goals, the introduction of a 2030 zero-carbon roadmap, the implementation of a digital transformation programme, and the support of various community and marketplace development projects. Additionally, we have enhanced our governance framework with the accreditation of our integrated management systems to ISO 9001, 14001, and 45001. These accomplishments are the result of our collective efforts and the strong partnerships we have built with our stakeholders.

We acknowledge that significant challenges remain. The journey towards

sustainability is ongoing, and we are committed to addressing these challenges head-on. We see immense opportunities in advancing our ESG initiatives and are excited about the future.

We anticipate that the next decade will be transformational on all fronts, which is why we have titled this report ‘On The Road To A Sustainable Future’. Our corporate mission remains to be a resilient organisation that protects the environment, improves the lives of our people, supports the communities we serve, and brings economic benefit to our region. We continue to allocate significant investment in research and innovation to help us achieve these goals.

On a personal note, I am deeply inspired by the passion and dedication of our team. Their commitment to our ESG goals is truly commendable and reinforces our mission to be a responsible corporate citizen.

I invite you to explore this report and share your feedback. Together, we can continue to drive positive change and build a sustainable future.

***Thank you for your continued support.***



“

***“We are committed to staying ahead of the curve by fostering a culture of continuous improvement. By doing so, we aim to not only meet but exceed the standards of responsible business practice.”***



# OUR VISION & MISSION

## MISSION

WE SHALL BE A RESILIENT ORGANISATION THAT PROTECTS THE ENVIRONMENT, IMPROVES THE LIVES OF OUR PEOPLE, SUPPORTS THE COMMUNITIES WE SERVE AND BRINGS ECONOMIC BENEFIT FOR OUR REGION.

## VISION

TO BE THE BEST IN CLASS CIVIL ENGINEERING FIRM SERVING THE POWER DISTRIBUTION NETWORK ACROSS NORTHWEST ENGLAND AND NORTH WALES. IN ALL THAT WE DO WE SHALL BE FULLY COMMITTED TO PROVIDING AN EFFICIENT CUSTOMER FOCUSED SERVICE THAT IS DELIVERED SAFELY, ON TIME, TO EXACT CUSTOMER SPECIFICATION AND IN A MANNER THAT IS CONSIDERATE TO THE ENVIRONMENT.

## VALUES



FOCUSED



COLLABORATIVE



ETHICAL



RESPONSIBLE

# OUR TEAM

*Building a resilient organisation requires the building of a resilient team. Since 2006 we have been fully committed to the Investors in People standard, and have set strategies, policies and procedures to establish a culture of integrity, equality, fairness, and respect.*



**IAN COLE**  
Managing Director



**TIM WHITEHILL**  
ESG Director



**SIMON HOLME**  
H&S Director



**SHARON NEWTON**  
Finance Manager



**STEPH HILES**  
Office & HR Manager



**DAVE TANNER**  
Head of Major Projects



**SUZANNE PUTTERILL**  
Office Administrator



**DAVID KANE**  
Projects Buyer



**JAMIE HILES**  
Contract Manager



**GARETH HAYES**  
Site Manager



**SOPHIE HIGNETT**  
Office & Infrastructure  
Manager



**FINLAY MORSE**  
Apprentice Digital  
Technologist

# HIGHLIGHTS

**ZERO**   
Environmental  
Incident Rate

**98%**   
Waste diverted  
from Landfill

**86%**  
Emergency First  
Aid at  
Work  
Certified

**2**   
Electric  
Vehicle  
Chargers  
at office

**98%**  
employee  
retention  
rate 

**£2.25**  
LM3   
spend

**£18,300**  
Donated to  
charitable  
organisations 

**38%**  
reduction in  
business  
transport\* 

**269**   
Investors  
in People  
Score

**20%**   
reduction in  
operational  
transport\*

**44%**   
office  
team  
are  
women

\*From 2020-2023 (Per £100,000 of turnover)

Office lighting switched to LED

Three apprentices have found full time employment

1 Mental Health First Aider

5 women in management roles

100% workforce received Equality, Diversity and Inclusion training

ZERO RIDDOR Incidents

All employees receive discounted gym membership

59% waste sent to Energy Recovery Facility

100% Timber from FSC Certified Suppliers

312 toolbox talks delivered

28% SME Spend of Goods and Services

49% Water Usage Reduction\*

# Our Commitment to the UN Global Compact

UN Global Compact participation since 2021



## Upholding Global Standards

FCE Projects is committed to upholding global standards of corporate responsibility and sustainability. This commitment is demonstrated through our participation in the United Nations Global Compact (UNGC), a framework that aligns with our values and principles.

We are proud to announce our support for the Ten Principles of the United Nations Global Compact, which encompass human rights, labour, environment, and anti-corruption. This endorsement signifies our dedication to integrating these principles into our company's strategy, culture, and daily operations.

By incorporating the Ten Principles of the UN Global Compact into strategies, policies and procedures, and establishing a culture of integrity, we are not only upholding the basic responsibilities to people and planet, but also setting the stage for long-term success.

## Communication on Progress (COP)

As a participating member of the UN Global Compact, we understand the importance of public accountability and transparency. Therefore, we commit to submitting an annual Communication on Progress (COP) report, detailing our efforts to implement the Ten Principles. The COP is published annually on our website [www.fceprojects.co.uk](http://www.fceprojects.co.uk).

## Key Components

**Renewed Statement of Commitment:** Our board of directors will sign a statement reaffirming our ongoing support for the UN Global Compact and its principles, separate from our initial letter of commitment.

**Practical Actions:** We will provide a comprehensive description of the practical actions taken or planned by FCE Projects to implement the UN Global Compact principles in human rights, labour, environment, and anti-corruption. This will include disclosure of relevant policies, procedures, and activities.

**Measurement of Outcomes:** We will measure the outcomes of our initiatives, including the degree to which targets and performance indicators were met. This may involve qualitative or quantitative measurements of results, demonstrating our progress towards fulfilling our commitments.

Aligning with the United Nations Global Compact, FCE Projects emphasises its commitment to corporate responsibility and sustainable business practices. Through our ongoing participation and submission of annual Communication on Progress reports, we aim to contribute to positive change and advance the global goals together with the UN Global Compact.

Principle 1:



**BUSINESSES**  
SHOULD SUPPORT AND RESPECT  
**THE PROTECTION**  
OF INTERNATIONALLY PROCLAIMED  
**HUMAN RIGHTS**

Principle 2:



**BUSINESSES SHOULD**  
**MAKE SURE THAT**  
**THEY ARE NOT**  
**COMPLICIT IN**  
**HUMAN RIGHTS**  
**ABUSES**

Principle 3:

**BUSINESSES SHOULD**  
**UPHOLD THE**  
**FREEDOM**  
OF ASSOCIATION AND THE  
EFFECTIVE RECOGNITION OF  
**THE RIGHT TO**  
**COLLECTIVE**  
**BARGAINING**



Principle 4:



**THE ELIMINATION**  
**OF ALL FORMS OF**  
**FORCED**  
**& COMPULSORY**  
**LABOUR**

Principle 5:



**THE ELIMINATION OF**  
**DISCRIMINATION**  
**IN RESPECT OF**  
**EMPLOYMENT**  
**& OCCUPATION**

Principle 6:



**THE EFFECTIVE**  
**ABOLITION OF**  
**CHILD**  
**LABOUR**

Principle 7:




**BUSINESSES SHOULD**  
**SUPPORT**  
A PRECAUTIONARY  
APPROACH TO  
**ENVIRONMENTAL**  
**CHALLENGES**

Principle 8:

**UNDERTAKE**  
**INITIATIVES**  
**TO PROMOTE**  
**GREATER**  
**ENVIRONMENTAL**  
**RESPONSIBILITY**



Principle 9:



**ENCOURAGE THE**  
**DEVELOPMENT**  
**AND DIFFUSION OF**  
**ENVIRONMENTALLY**  
**FRIENDLY**  
**TECHNOLOGIES**

Principle 10:



**BUSINESSES SHOULD WORK**  
**AGAINST CORRUPTION**  
IN ALL ITS FORMS, INCLUDING EXTORTION AND BRIBERY

# Framework Alignment

Aligning with the United Nations Global Compact, FCE Projects emphasises its commitment to corporate responsibility and sustainable business practices. Through our ongoing participation and submission of annual Communication on Progress reports, we aim to contribute to positive change and advance the global goals together with the UN Global Compact.

You will see relevant icons in various sections throughout this report to demonstrate where our efforts align with specific United Nations Sustainable Development Goals (SDGs)—a collection of global goals intended to create a cleaner, safer, and healthier future for all.

<b>1</b> NO POVERTY 	<b>2</b> ZERO HUNGER 	<b>3</b> GOOD HEALTH AND WELL-BEING 
<b>4</b> QUALITY EDUCATION 	<b>5</b> GENDER EQUALITY 	<b>6</b> CLEAN WATER AND SANITATION 
<b>7</b> AFFORDABLE AND CLEAN ENERGY 	<b>8</b> DECENT WORK AND ECONOMIC GROWTH 	<b>9</b> INDUSTRY, INNOVATION AND INFRASTRUCTURE 
<b>10</b> REDUCED INEQUALITIES 	<b>11</b> SUSTAINABLE CITIES AND COMMUNITIES 	<b>12</b> RESPONSIBLE CONSUMPTION AND PRODUCTION 
<b>13</b> CLIMATE ACTION 	<b>14</b> LIFE BELOW WATER 	<b>15</b> LIFE ON LAND 
<b>16</b> PEACE, JUSTICE AND STRONG INSTITUTIONS 	<b>17</b> PARTNERSHIPS FOR THE GOALS 	







# OUR PEOPLE

## Empowering Future Leaders

At FCE Projects, we believe in developing talent and providing valuable learning opportunities for the next generation. Through strategic university partnerships and internship programmes, we are proud to support students in their educational journey whilst additionally benefiting from fresh perspectives and emerging talent within our organisation.

Our internship programme serves as a great example of our commitment to supporting student development. We offer a range of internship opportunities across areas of the business, providing students with hands-on experience, mentorship, and real-world insights into civil engineering.

### University Partnerships

Our commitment to supporting university placements and providing meaningful learning opportunities for students acts as a constant reminder of our duty and impact on the next generation.

Through our university partnerships and internship programmes, we empower future leaders to thrive in the civil engineering industry, while also adding a fresh perspective to our organisation with their talent, creativity, and enthusiasm.

As we continue to invest in the next generation, we are confident that our partnerships with academic institutions will continue to drive innovation, foster talent, and drive our organisation forward.



Scan or  
click here



### Work Experience

We hosted Will Whitehill and Finlay Morse from Bishop Heber High School for a week long work experience. During their time at FCE Projects, they worked as a team to develop an application and dashboard alongside Owain Wilgar and Lewis Gerrard to capture and analyse employee satisfaction.

They also had the opportunity to visit site and see the operational side of the business as well as visiting our future offices to understand further our journey to Net Zero.



**Finlay Morse, One Week Work Experience and Degree Apprenticeship, IT Engineer**

*"After completing my week of work experience at FCE Projects, I realised that employment provides more than just picking up new skills. It's a place where enthusiasm and purpose come together. The company provided me the support to understand and explore the working world and deepen my interest of various areas of business and their systems. The innovative thinking that FCE Projects has throughout their business is exciting and I'm delighted to be part of that innovation as a Degree Apprenticeship IT Engineer and be part of the journey."*



**Will Whitehill, One Week Work Experience and Three Month Internship, IT Engineer**

*"During my time at FCE Projects, I was able to explore and improve my understanding of being a professional in the working world. The work ethic, collaboration and focus that is a part of FCE Projects is inspiring and was a big reason why I wanted to complete the summer internship. Seeing the application of my academic knowledge is exciting and has only driven me more to improve my professional and personal journey. I'm excited to see what the future holds for FCE Projects and my career."*



**Niamh Wilgar, Six Month Internship, Business Systems Administrator**

*"After graduating, I joined FCE Projects on an internship and was able to explore the various areas of the business. My time at FCE Projects helped me grow both personally and professionally and inspired my love of sustainability. Their passion to be the best in class and giving me the opportunity to explore my interests enabled insights that have only furthered my interest."*



**Owain Wilgar, Four Month Internship, IT Engineer**

*"FCE Projects provided me with a fantastic opportunity to grow following the completion of my degree. The freedom for exploration and innovation in their IT infrastructure and systems has captivated an area of interest that enabled me to develop from an interest to a passion and shape my professional journey. I am excited for what the future holds both for myself and FCE Projects."*



**Pete Crew, Year in Industry Placement, IT Engineer**

*"FCE Projects provided me with an opportunity to learn and grow as an IT professional and gave me the tools to apply my degree theory in practice. During my time at FCE Projects, I was able to grow my personal and professional development and has been a catalyst for my motivation as I enter my final year."*





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*“Since joining FCE Projects on a Business & Finance apprenticeship in 2011, I’ve had the incredible opportunity to gain hands-on experience across all areas of the business. In my current role, I oversee all project coordination activities, including buying, logistics, and asset management. The unwavering support from the management team has profoundly impacted my development, empowering me to take on new challenges, continuously improve, and make a meaningful contribution to the success of the company.”*

**- Sophie Hignett, Office & Infrastructure Manager**

## Success Stories



As a business systems support intern, Niamh embarked on a transformative 6-month internship journey, gaining valuable skills and experience while contributing to our business operations.



During his 3-month internship as an IT systems developer at LJMU, Owain demonstrated exemplary skills and dedication, making valuable contributions to our IT department.



Lewis, a graduate who joined us initially as an intern in 2017 from LJMU, and Sophie, who has been with us since she was 16, represent the success stories of our internship programme, both demonstrating exceptional growth and contribution to our organisation.



Pete, from Nottingham Trent University, completed a 12-month industrial placement in IT Systems Development, showcasing his expertise and passion for technology.

## Sustainable Development Goals (SDGs)



### Quality Education

By offering internships and work opportunities to students, we contribute to SDG 4, which aims to ensure inclusive and equitable quality education for all. Providing hands-on experience and mentorship enhances the quality of education by bridging the gap between theoretical knowledge and practical skills.



### Decent Work and Economic Growth

Our internship programmes contribute to SDG 8 by providing opportunities for decent work and economic growth. By offering internships, the company supports the development of skills and competencies needed for future employment, thereby contributing to sustainable economic growth.



### Industry, Innovation & Infrastructure

Through our partnerships with universities and internship programmes, we promote industry, innovation, and infrastructure development. By providing students with opportunities to work on real-world projects and gain practical experience, the company fosters innovation and contributes to the advancement of infrastructure development.



### Partnerships for the Goals

Our collaboration with universities exemplifies SDG 17, which emphasises the importance of partnerships for achieving sustainable development goals. By working together with academic institutions, the company strengthens partnerships and fosters collaboration to address common challenges and achieve shared objectives.

# OUR PEOPLE

10 REDUCED INEQUALITIES



## INVESTORS IN PEOPLE®

At FCE Projects, continued success is a direct result of our commitment to our people, and a consistent leadership philosophy that emphasises employee well-being, empowerment, and organisational sustainability. This philosophy has paved the way for continued attainment of the Investors in People (IIP) standard, demonstrating our embedded approach towards excellence in people and making work better.

While achieving the IIP standard is a significant accomplishment, our gaze remains forward, as we set future goals for further enhancing our people practices. As part of this effort, we have implemented a digital transformation strategy that incorporates the adoption of user-friendly apps software, encouraging greater employee engagement, development and cooperation across the organisation.

In our 2022 assessment, our employees showed a high level of trust and confidence in the leadership and the future of FCE Projects. Its benchmarked score proved we are outperforming both the Investors in People average and the wider construction industry. The positive feedback from our people endorses that "FCE Projects is a lovely place to work," highlighting the supportive culture fostered by our directors and leaders.



**"We're a small organisation. The boss is one of us, and chats with us, which is one of the things I like about the organisation."**

**"The culture here is very team-based."**



## Empowering People

In our 2022 assessment, the highest scoring indicator in the assessment, at 6.3, was 'Empowering People', closely followed by 'Leading and Inspiring People' at 6.2, 'Structuring Work' at 6.2, and 'Creating Sustainable Success' at 6. These indicators reflect our aspirations as a business, with a focus on organisational sustainability, forward-thinking leadership, and continuous improvement to achieve our full potential.

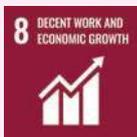
Achieving the Investors in People standard is a testament to our unwavering commitment to our employees and our mission of creating a workplace where people thrive. As we continue our journey with Investors in People, we remain dedicated to excellence, innovation, and continuous improvement in people management and development, ensuring a brighter future for all at FCE Projects.

## Sustainable Development Goals (SDGs)



### Quality Education

Investing in employees through programs like the Investors in People (IIP) standard promotes quality education by fostering a supportive and empowering workplace environment. This contributes to SDG 4's aim of ensuring inclusive and equitable quality education and promoting lifelong learning opportunities for all.



### Decent Work and Economic Growth

Achieving the Investors in People standard signifies a commitment to providing decent work and promoting economic growth. By investing in the development and well-being of employees, organisations contribute to SDG 8's goal of promoting sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all.



### Reduced Inequalities

Through initiatives like the Investors in People standard, organisations work to reduce inequalities within the workplace by promoting fair treatment, equal opportunities, and inclusive practices. This aligns with SDG 10's aim of reducing inequalities within and among countries.



### Peace, Justice, and Strong Institutions

Investing in employees fosters a positive work environment characterised by fairness, integrity, and respect. By promoting ethical and responsible practices, organisations contribute to SDG 16's goal of promoting peaceful and inclusive societies for sustainable development, providing access to justice for all, and building effective, accountable, and inclusive institutions at all levels.



## Supporting Runcorn Reps Swimming Team

Runcorn Reps Swimming Club has been providing opportunities for swimmers aged 8 to 18 for the past 41 years. The club aims to support individuals who have progressed through Swim England's 'Learn to Swim' programme and wish to continue their journey in the sport. Despite facing recent challenges, including the impact of Covid-19 and changes in local council fees, Runcorn Reps have not given up hope and remain committed to nurturing talent and forming a strong team spirit.

Since the Covid-19 pandemic, Runcorn Reps experienced a setback as some swimmers did not return to the club. Additionally, changes in fees by Halton Borough Council, including the removal of a "swim pass," posed financial challenges for both the club and its members, leading to a decline in participation. However, with a renewed focus, Runcorn Reps are determined to overcome these obstacles and rebuild its membership base.

Recognising the importance of access to sports for youth, FCE Projects has committed to supporting the team and its community. This initiative was brought to our attention by Susan, a dedicated employee whose daughter swims for the team. Through Susan's personal connection, FCE Projects is delighted to have committed to donating £1,000 every year to the club, assisting the team and its community from March 2024.

“

***“We thank you for investing in your local swimming club, in the health and wellbeing of the local community and in the development of future County and District Swimmers. By supporting Runcorn Reps ASC, FCE Projects is supporting this number to grow and invest in future local swimmers. Their sponsorship will be used to strengthen links between local swim schools and leisure swimmers of all backgrounds and socio-economic groups, allowing them to access competitive swim training in their local community.”***

**- Vicky Owens, Welfare and Safeguarding Officer**





## Impact

- **Financial Support:** FCE Projects' donation of £1,000 will not only help cover club fees for participating children but also assist parents who are struggling to afford the costs associated with their children's participation in the team.
- **Community Support:** In addition to directly supporting the children and families, FCE Projects' contribution will also go towards building a contingency fund to assist individuals who may face financial difficulties in the future.

## Future Plans

With a shared commitment to nurturing talent and fostering inclusivity, the club continues to make a positive impact on the lives of young swimmers, instilling values of teamwork, resilience, and determination that extend far beyond the poolside. Looking ahead, Runcorn Reps are embarking on a comprehensive recruitment drive to attract new talent and expand its reach within the community. Through strategic planning and innovative initiatives, the club aims to reignite interest in swimming and foster a sense of belonging among potential new members. With the unwavering support of its community and sponsors like FCE Projects, Runcorn Reps are now in a great position to emerge stronger and more resilient than ever before.

## Sustainable Development Goals (SDGs)



### Good Health and Well-being

By facilitating access to organised sports and recreational activities, FCE Projects contributes to promoting physical health and well-being among the youth in the Runcorn community.



### Quality Education

Through participation in the swimming team, children gain valuable life skills such as teamwork, discipline, and perseverance, which are essential for their personal and educational development.



### Decent Work and Economic Growth

FCE Projects' support for the Runcorn Reps Swimming Team helps alleviate financial burdens on families, ensuring that children from all socioeconomic backgrounds have equal opportunities to participate in sports.



### Reduced Inequalities

By addressing financial barriers and providing support to a team in one of the most deprived areas, FCE Projects helps reduce inequalities and ensure that all children have access to the same opportunities, regardless of their economic circumstances.



### Partnerships for the Goals

The collaboration between FCE Projects and the Runcorn Reps Swimming Team demonstrates the importance of partnerships between businesses and local communities in achieving sustainable development objectives.

# COMMUNITY



## Our Commitment to the Chester Referee Association

The Chester Referee Association serves as a vital support network for referees, providing training, development, and welfare services to enhance their skills and well-being. FCE Projects annually donates £300 to the association, supporting various initiatives including room hire, online presence to enhance relationships and memberships and covering operational expenses.

From our support, the Chester Referee Association has achieved remarkable outcomes:

- **Enhanced Memberships:** The association has experienced a 20% increase in memberships, reflecting heightened interest and engagement among referees in the local community, which also advocates the positive influence our support is having on a notoriously difficult pastime to promote.
- **Digital Transformation:** Our contribution has facilitated the creation of a professional website for the association, amplifying its online visibility and accessibility to members and the broader community.
- **Personal Engagement:** Our own Lewis Gerrard actively participates in the association, strengthening the relationship between FCE Projects and the local referee community.



### Impact

The Chester Referee Association is committed to providing referees with exceptional training, development, and welfare support. Key objectives include:

- **Training and Development:** Providing comprehensive training programmes, one-to-one sessions, and exclusive online training for members to enhance their skills on and off the field.
- **Welfare Support:** Prioritising referees' welfare by offering support, guidance, and advocacy to address issues related to mental and physical health, abuse, and on-field incidents.
- **Mentorship Scheme:** Offering mentorship opportunities for referees at all levels, providing guidance, support, and assistance in various aspects of refereeing, including incident reporting, hearings, and personal development.
- **Social Engagement:** Facilitating social interactions and networking opportunities through monthly meetings, social gatherings, and events, fostering camaraderie and community spirit among referees.



Lewis Gerrard featured with fellow referees.

## Sustainable Development Goals (SDGs)



### Good Health and Well-being

By supporting the Chester Referee Association, FCE Projects contributes to promoting good health and well-being. The association provides training and support to referees, fostering physical and mental well-being within the community.



### Gender Equality

By providing equal opportunities and support to all referees, regardless of gender, FCE Projects contributes to SDG 5's goal of achieving gender equality and empowering all women and girls.



### Reduced Inequalities

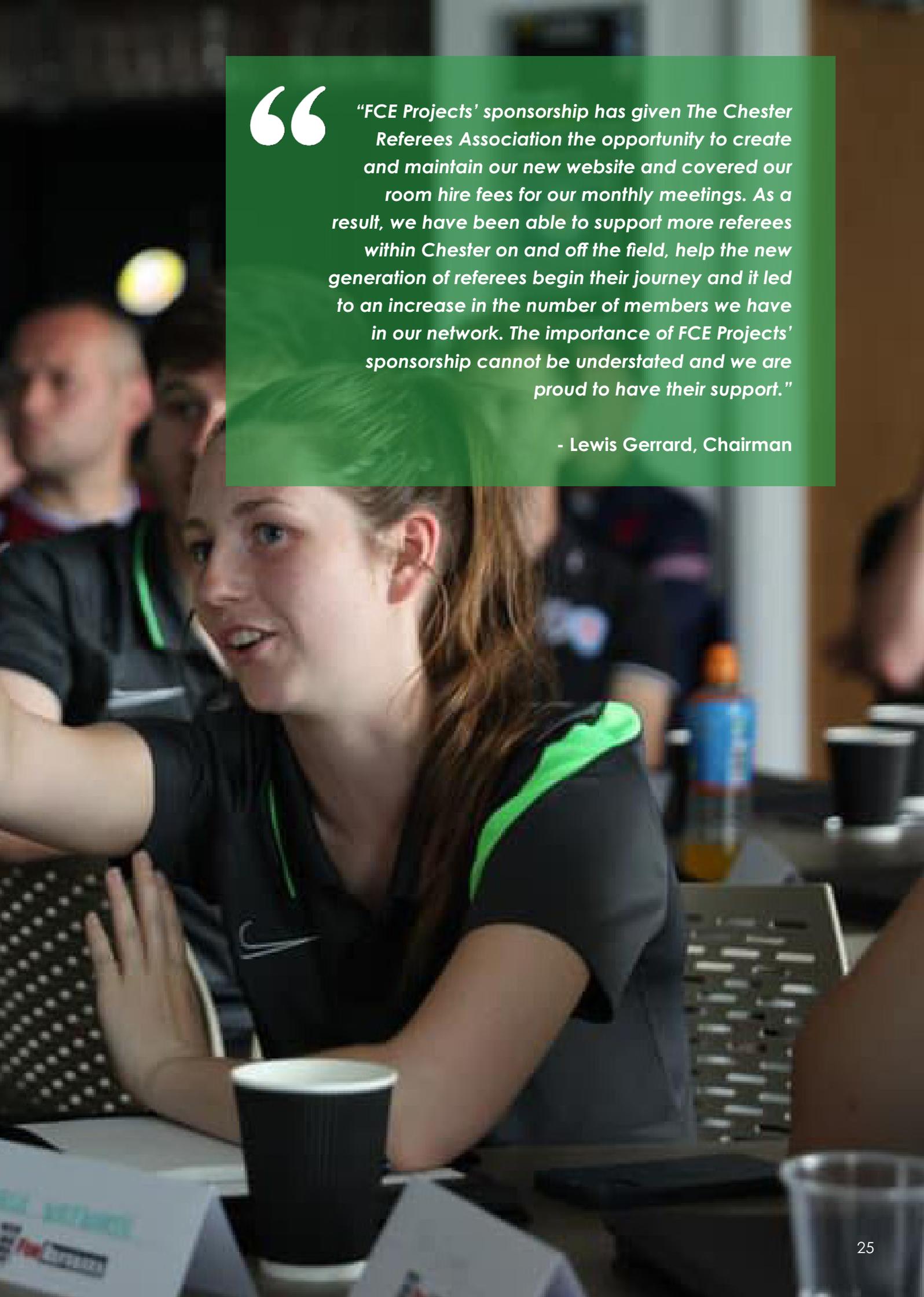
Supporting the Chester Referee Association helps reduce inequalities by providing access to training and development opportunities for referees from diverse backgrounds.



### Peace, Justice, and Strong Institutions

By providing training, mentorship, and support networks, FCE Projects helps build a more fair, transparent, and inclusive sports environment, aligning with SDG 16's goal of promoting peaceful and inclusive societies for sustainable development.





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*“FCE Projects’ sponsorship has given The Chester Referees Association the opportunity to create and maintain our new website and covered our room hire fees for our monthly meetings. As a result, we have been able to support more referees within Chester on and off the field, help the new generation of referees begin their journey and it led to an increase in the number of members we have in our network. The importance of FCE Projects’ sponsorship cannot be understated and we are proud to have their support.”*

*- Lewis Gerrard, Chairman*

# COMMUNITY

1 NO POVERTY



## Partnership with Kibagare Slums FC Football Club

Kibagare is located on the outskirts of Nairobi, Kenya, and is home to a community of people suffering from living in slum-like conditions, such as lacking clean water and robust sanitation systems. The region was formed by plantation workers who lost their livelihoods back in 1972 and it has today grown to 17,000 people on a tiny strip of land. The level of poverty experienced by families in Kibagare is extensive. With such hardships and little employment, the rate of crime is also high.

The Kibagare Slums Football Club was established by Joseph Itotia Karanja more than decade ago, with the ambition to harness the power of sports to uplift the spirits and prospects of the local youth. However, realising this vision has not been without its challenges. Limited resources, lack of infrastructure, and social barriers hindered the club's ability to make a significant impact.

### Our Support

Our relationship began six years ago when Joseph reached out to our ESG Director, Tim Whitehill through Facebook, who at the time was a fellow coach for Christleton Newscene JFC in Chester. Joseph contacted Tim to ask if he could donate used football kits, boots and equipment from the parents and children of his team. Tim of course obliged and sent his first parcel of supplies out to Kibagare in 2018.

Recognising the potential for more positive change within the Kibagare community, Tim agreed with the company to provide further crucial support for the club. Since 2020, FCE Projects has donated over £10,000 for stadium improvements, including perimeter fencing, drainage, retaining walls, and team dugouts. We have also donated redundant IT equipment such as laptops and mobile phones to help Joseph run the club.

Outside of the company support, Tim personally sponsors Joseph's daughter through school. This support enables Joseph to dedicate more time to the project, keeping kids off the streets and furthering the impact of the initiative.

### Impact

Thanks to our collaborative efforts, substantial progress has been made at the club:

- **Increased Numbers:** The club has seen an increase in participation from local youth to help build their talents and keep them off the streets.
- **Social Impact:** Beyond sports, the club has created a sense of belonging and unity within the community.
- **Empowerment:** Through skill-building initiatives and educational support, members of the club have been empowered to pursue their dreams and aspirations beyond the limitations imposed by their circumstances.





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*“Football is a way of raising the hopes and spirits of people in our community. The improvements to our stadium have been critical to our progress, including increased participation and greater success for our teams and players. We are super proud of our club and we can't thank FCE Projects enough for all the help they have given to us.”*

*- Joseph, Manager*

## Sustainable Development Goals (SDGs)



### No Poverty

The story of the Kibagare Slums Football Club and our partnership serves as a powerful testament to the transformative potential of sports in driving positive social change. Through collaborative efforts and commitment, FCE Projects continues to play a vital role in supporting community-led initiatives like the Kibagare Slums Football Club, enriching lives and building a more sustainable future for all.



### Good Health and Well-being

Through community engagement programs, the initiative promotes health awareness and well-being among the residents of the Kibagare slums, contributing to improved health outcomes.



### Quality Education

By investing in skills development and educational support for the club's members, the initiative contributes to enhancing access to quality education, empowering youth with knowledge and skills for their future.



### Gender Equality

The initiative has the potential to promote gender equality by providing equal opportunities for both male and female members of the community to participate in sports and skill-building activities.



### Reduced Inequalities

By fostering social cohesion and breaking down barriers within the community, the initiative works towards reducing inequalities and promoting inclusivity.



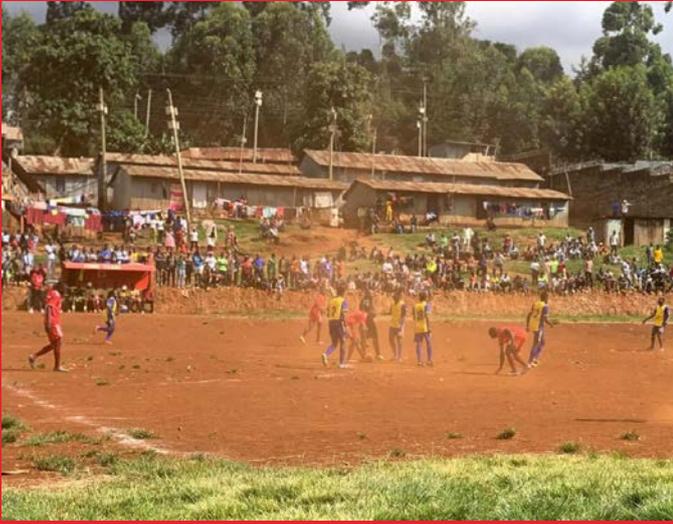
### Sustainable Cities and Communities

The investment in infrastructure development and community engagement contributes to building more sustainable and resilient communities within the Kibagare slums.



### Partnership for the Goals

The collaboration between FCE Projects, the Kibagare Slums Football Club, and other stakeholders exemplifies the importance of partnerships in achieving sustainable development outcomes.





## KidsBank Chester

In 2020, FCE Projects responded to a call from KidsBank in Chester, a charity dedicated to supporting vulnerable children in our community. Led by our ESG Director, Tim Whitehill, the visit left a lasting impact on our team as we witnessed the invaluable work being done by this remarkable organisation.

KidsBank Chester has been serving the community since 2019, providing essential support to approximately 600 vulnerable children aged 0-5. Their mission is to ensure that every child has access to the resources they need to thrive.

During our visit, FCE Projects was proud to contribute to KidsBank Chester in two meaningful ways. Firstly, we passed on surplus 'stay safe' activity packs, ensuring that more children could benefit from these educational resources. Secondly, we provided a cash donation of £500 to further support the charity's important work.

Our contribution was a small but heartfelt gesture of our commitment to supporting the well-being and development of children in our community. It underscored our belief in the power of community, compassion, and collective action in creating positive change.

Ruth Guy of Food Club Chester said "The activity packs will be a great help for little ones who get bored during the covid restrictions. These will be going out with food parcels to people in need."



**£500**  
Cash donation to fund KidsBank Activity Packs



## Xmas Party Heroes

In response to the challenges posed by the COVID-19 pandemic, FCE Projects embraced the spirit of giving by partnering with 'Xmas Party Heroes', a digital platform dedicated to channelling funds from cancelled Christmas celebrations to charitable causes. Through this initiative, FCE Projects made generous cash donations to several impactful organisations, demonstrating our commitment to making a positive difference in our community and beyond.

By redirecting resources from traditional office festivities to support these worthy causes, FCE Projects exemplifies its core values of social responsibility, compassion, and community engagement. Together with Xmas Party Heroes, we are spreading joy and making a meaningful impact on the lives of those in need, embodying the true spirit of the holiday season.

The beneficiaries of FCE Projects contributions include:

- **Cancer Research UK:** Supporting vital research and initiatives to combat cancer and improve outcomes for patients and families.
- **Mates in Mind:** Promoting mental health awareness and support within the workplace, fostering a culture of well-being and resilience.
- **Crisis:** Providing essential services and support to homeless individuals, helping them rebuild their lives and secure stable housing.
- **The Trussell Trust:** Tackling food poverty and hunger through a network of food banks, ensuring that vulnerable individuals and families have access to nutritious meals.
- **Alder Hey Children's Hospital:** Offering specialised care and treatment to young patients, empowering them to overcome health challenges and thrive.
- **Shelter:** Advocating for housing rights and providing assistance to individuals and families facing homelessness or inadequate housing conditions.
- **Centrepoint:** Supporting homeless young people with housing, education, and employment opportunities, enabling them to achieve independence and a brighter future.





## Building Resilience

The UK construction sector is consistently ranked number one for insolvency, with more than 3,000 firms failing every year. Brought into public spotlight following the high-profile collapse of Carillion in 2018, this number is far greater than any other sector, and causes significant economic, social, and environmental harm.

In a world that aims to build back better, the Save Construction Initiative (SCI) is an industry-driven taskforce influencing the stability of the UK construction industry.

SCI was co-founded in 2021 by our ESG Director, Tim Whitehill and fellow industry activist, Zoe Brooke, who together share the voluntary based role of Chief Executive Officer.

SCI also links to Tim's honorary position as Visiting Research Fellow at Liverpool John Moores University, where he is driving research into organisational resilience in construction sector firms, through his Doctoral candidacy within the Business School.

To deliver its mission, SCI shall:



### Share

Work with industry stakeholders to build a more stable construction industry.



### Learn

Support research into the stability of the industry and the factors that make it more vulnerable to failure than other industries.



### Change

Lobby government to place strategic priority for marketplace stability, through policy development in areas of planning, finance, procurement, research, and innovation.



### Improve

Implement new industry-wide practices that enable the stability of the construction industry.



### People

Underpin the stability of the construction industry by improving people outcomes.

## Key Focus Areas

At the core of SCI lies a bold mission to address the systemic challenges facing the UK construction industry. To deliver this mission, the Save Construction Initiative focuses on the following areas:

**Addressing Industry Challenges:** SCI tackles the pressing issue of insolvency within the construction sector, aiming to reduce the staggering number of firms failing each year and mitigate the resulting economic downturns.

**Building Collaborative Partnerships:** Through strategic collaborations, SCI fosters synergies between industry stakeholders, academia, and government bodies to develop innovative solutions and best practices.

**Promoting Resilience:** By championing resilience-building strategies and initiatives, SCI empowers construction firms to weather economic uncertainties, adapt to changing market dynamics, and thrive in the long term.

## Impact

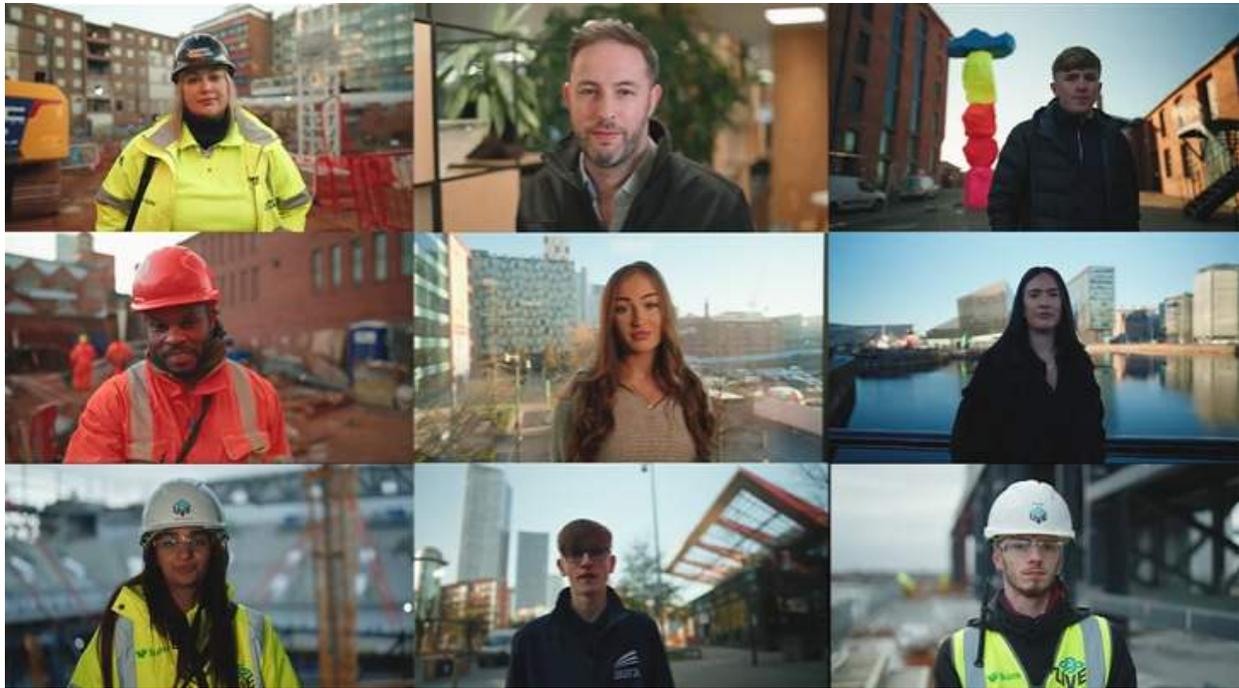
SCI has already made significant strides in reshaping the landscape of the UK construction industry:

**Raising Awareness:** By bringing the issue of construction sector insolvency into the public spotlight, SCI has organised discussions and initiatives aimed at effecting positive change.

**Driving Collaboration:** SCI has facilitated knowledge-sharing, research, and policy interventions to address industry challenges.

**Empowering Stakeholders:** Construction firms, industry professionals, and policymakers have benefited from the insights, resources, and support provided by SCI enabling them to navigate turbulent waters and build resilient enterprises.





## Sustainable Development Goals (SDGs)



### Industry, Innovation & Infrastructure

SCI fosters innovation in the construction industry by addressing challenges related to organisational resilience. By promoting best practices and collaborative approaches, the initiative contributes to sustainable industrialisation and infrastructure development.



### Sustainable Cities and Communities

Enhancing resilience within the construction industry through initiatives like SCI contributes to creating more sustainable and resilient cities and communities. By promoting safer construction practices and mitigating risks, the initiative helps build resilient infrastructure and foster sustainable urban development.



### Climate Action

Building resilience within the construction industry is crucial for climate action efforts. By addressing vulnerabilities and enhancing preparedness for climate-related risks, initiatives like SCI contribute to mitigating the impacts of climate change and building climate-resilient communities.



### Partnerships for the Goals

SCI involves collaboration between industry stakeholders, academia, and research institutions. By fostering partnerships and knowledge-sharing, the initiative supports the achievement of multiple SDGs by promoting collaboration and collective action towards common goals.



## Sedum Roof Innovation

FCE Projects recently completed the construction of a unique Substation in collaboration with Urban Splash, marking a significant milestone in our journey towards sustainability.

The sedum roof serves as a powerful tool for carbon capture and environmental preservation. By harnessing the natural capabilities of sedum plants, the roof contributes to biodiversity, improves air quality, and mitigates the urban heat island effect.

Partnering with Urban Splash and integrating sustainable features like the sedum roof aligns perfectly with FCE Projects commitment to sustainable living and environmental stewardship. This project exemplifies our dedication to creating a better future and one that prioritises environmental responsibility.

As we continue to collaborate with industry leaders like Scottish Power, we are proud to work on projects that contribute to the development of sustainable infrastructure for a greener, more resilient future.



### Key Outcomes

Partnering with Urban Splash and integrating sustainable features like the sedum roof aligns perfectly with FCE Projects commitment to sustainable living and environmental stewardship. This project exemplifies our dedication to creating a better future and one that prioritises environmental responsibility.

As we continue to collaborate with industry leaders like Scottish Power, we are proud to work on projects that contribute to the development of sustainable infrastructure for a greener, more resilient future.

**28%**  
SME Spend of  
Goods and  
Services



# INNOVATION

## Driving Innovation through Collaboration: MKTP Project

Between 2021 and 2023, FCE Projects successfully delivered a UKRI co-funded Management Knowledge Transfer Project (MKTP) with Liverpool John Moores University's Business School.

The aim of the project was to transform and implement a new ESG framework that would underpin the firm's ambition to be a resilient organisation. To achieve this the MKTP successfully implemented the following:

- New ISO accredited integrated management system (IMS) that incorporates horizon scanning, business planning and road-mapping processes that identify ESG and resilience objectives. The system has adopted a value-chain approach that is supported by a balanced scorecard framework for the implementation of the strategic objectives.
- New and innovative digital infrastructure that supports the IMS system, captures data on environmental and social objectives (including carbon), that are presented in digitised-management dashboards using Power BI. This has resulted in the appointment of a new Digital & Technology Solutions Degree Apprenticeship to support continual improvement, further development and maintenance of our systems beyond the MKTP.
- New people management and development regime that has created a learning culture and resulted in the appointment of a new HR Manager.
- New digital culture across the company which has increased the digital maturity of our people.
- New organisational resilience culture across the organisation that encourages continuous improvement, collaboration, lean & agile working, innovation, problem solving and evidence-based decision making.

The MKTP project stands as a testament to the power of collaboration, innovation, and strategic investment in driving organisational growth and development. By leveraging external partnerships and resources, we have not only strengthened our internal capabilities but also positioned ourselves as a resilient organisation in an ever-evolving business landscape.

UKRI external assessors have graded the project as outstanding, placing it among the top 15% of knowledge transfer projects in the UK.

### Key Outcomes

The MKTP project produced significant outcomes that have transformed our organisation:

- Implementation of an ISO-accredited integrated management system, incorporating horizon-scanning and a new digital infrastructure.
- Successful digitisation of operational processes across the company, utilising dashboards for data-driven decision-making.
- Achieving a 20% increase in profitability and a remarkable 60% growth in client contracts.
- Appointment of a Digital & Technology Solutions Degree Apprentice Lewis Gerrard to support ongoing development.
- Appointment of new HR Manager to further strengthen and support our workforce.
- Enhanced organisational resilience, enabling effective response to disruptions in the marketplace.

LIVERPOOL  
BUSINESS  
SCHOOL



“

*“Management KTPs are difficult to get right. This one succeeded through establishing open clear agile relationships, visibility and early wins to grow confidence.”*

*- Mick Card, Knowledge Transfer Advisor,  
Innovate UK*

# HEALTH & SAFETY

## Building A Safer Future

At FCE Projects, health and safety are paramount. We acknowledge that the nature of construction work, involving heavy machinery, elevated structures, and complex processes, inherently carries significant risks. According to the International Labour Organization (ILO), construction workers represent only 7% of the global workforce but account for 30% of all workplace fatalities. This stark statistic underscores the critical importance of rigorous health and safety practices in our industry.

Our commitment to safeguarding the well-being of our workforce has driven us to continuously seek innovative solutions to minimise risks and enhance safety on our sites. In line with this commitment, we have undertaken a significant transformation from traditional paper-based health and safety systems to advanced digital solutions. This change has had a profound impact, not only improving safety outcomes but also contributing to broader sustainability goals.

The adoption of digital tools has revolutionised our approach to health and safety. Real-time monitoring, automated alerts, and data-driven insights have empowered us to respond more swiftly to potential hazards, reducing incidents and fostering a culture of proactive safety management. This shift is particularly relevant in the construction industry, where timely interventions can mean the difference between life and death.

Moreover, this digital transformation has made us a more adaptive and resilient organisation. By harnessing real-time data and advanced analytics, we can quickly identify emerging risks and implement best-in-class safety practices. This agility enables us to stay ahead of industry challenges and continuously improve our safety standards. As a result, we are not only better equipped to protect our workforce but also to lead the industry as a benchmark for excellence in health and safety.

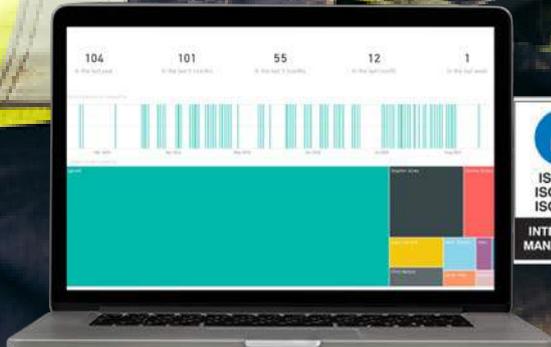
Through this transformation, we are setting new standards, demonstrating our unwavering commitment to the well-being of our workforce, and positioning ourselves as a leader in safety and sustainability within the construction sector.



“

***“Our digital transformation has dramatically enhanced our ability to protect our workforce. By responding to risks in real-time, we’ve created a safer work environment, directly improving the well-being and confidence of our employees.”***

**- Simon Holme, H&S Director**



Item	Value
1.84	1.84
1.89	1.89
1.82	1.82
1.84	1.84
1.82	1.82
1.85	1.85
1.87	1.87



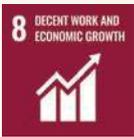
AHA Category	Observation Reports	Toolbox Talks	Risk Ratio
Demolition/Excavating	1		75.00
Fire & Emergency Response	3		75.00
Habitats/Reinstatement	1		75.00
Insulation	24		75.00
Lifting Operations/Lifting Equipment	1		75.00
Material Handling/Storage/Disposal	31		75.00
Roofing	3		75.00
Storage & Refueling	3		75.00
Structural Erection	2		75.00
Traffic Management	12		75.00
Worker Management	7		75.00
Worker Protection	4		75.00
Welfare	23		75.00
Work at Height			75.00

## Sustainable Development Goals (SDGs)



### Good Health and Well-being

The focus on rigorous health and safety practices directly supports this goal by reducing workplace injuries and fatalities, enhancing the well-being of workers.



### Decent Work and Economic Growth

By improving health and safety standards, we can ensure safer, more humane working conditions, which are essential to achieving decent work.



### Industry, Innovation, and Infrastructure

Our adoption of digital tools for health and safety management showcases our innovation and strengthens the resilience of industry infrastructure.



### Sustainable Cities and Communities

Focuses on making cities inclusive, safe, resilient, and sustainable. By enhancing safety standards and reducing risks, we contribute to building safer urban environments, which are key to creating sustainable cities and communities.



### Responsible Consumption and Production

By enhancing safety standards and reducing risks, the construction industry contributes to building safer urban environments, which are key to creating sustainable cities and communities.



### Climate Action

Although indirectly, the implementation of digital tools contribute to more efficient resource use and reduced environmental impact, supporting climate action initiatives.





## 'The Frontline' of Climate Change

In a world where the impacts of climate change often feel remote, isolated in numbers and statistics, the power of storytelling becomes crucial in bridging the gap between awareness and action. This year, FCE Projects is proud to announce its sponsorship of local conservation photographer, Sophia Polson, in support of her upcoming project, "The Frontline." This initiative, in collaboration with the International Conservation Funds of Canada (ICFC) and The Kayapo Project, will take Sophia to the heart of the Brazilian Amazon rainforest, where she will document the Kayapo indigenous peoples—communities living on the frontline of climate change.

Sophia Polson, a passionate advocate for the environment and social justice, approached FCE Projects with a vision that immediately resonated with the company's core values. Her goal: to raise awareness and educate the public about the Kayapo, whose land lies at the southeastern edge of the Amazon—one of the planet's last bastions of biodiversity and a critical element in the fight against global climate change. Understanding the importance of this work, FCE Projects agreed to sponsor her endeavour, providing the seed funds necessary to bring this powerful story to life.

## A Crucial Battleground for Climate Change

The Amazon rainforest is often referred to as the "lungs of the Earth" for its critical role in absorbing and storing carbon dioxide, a key factor in regulating the global climate. However, this vital ecosystem is under threat from deforestation, illegal logging, and agricultural expansion. The loss of the Amazon would not only accelerate climate change but also endanger countless species and disrupt the lives of indigenous peoples who have lived in harmony with the forest for generations.

Among these indigenous groups, the Kayapo people stand as guardians of an expansive and pristine section of the Amazon. Their territory, rich in biodiversity, serves as a haven for many of the world's most sensitive and endangered species. The Kayapo's stewardship of their land is a testament to their deep connection with nature and their unwavering commitment to preserving their ancestral home.

"Climate change is often portrayed through data, which can feel disconnected from our everyday lives," says Sophia. "I hope that sharing the stories behind the statistics can humanise the issue and make it more relatable. For the Kayapo, whose way of life and environment face increasing threats, photography becomes a powerful tool to make their challenges visible to the world."

## Looking Ahead

Sophia has now returned from her journey to the Amazon, and FCE Projects looks forward to the impact her work will have in raising awareness and driving action on critical environmental and social issues. The company is honoured to play a part in bringing these important stories to light and remains committed to supporting initiatives that align with its mission of creating a more sustainable and equitable world.





“Climate change is often portrayed through data, which can feel disconnected from our everyday lives. I hope that sharing the stories behind the statistics can humanise the issue of climate change and make it more relatable. For the Kayapo, whose way of life and environment face increasing threats, photography becomes a powerful tool to make their challenges visible to the world.”

- Sophia Polson, Conservation Photographer

38%

reduction in  
business  
transport\*



49%

Water  
Usage  
Reduction\*



20%

reduction in  
operational  
transport\*





## Sustainable Development Goals (SDGs)



### Sustainable Cities and Communities

By focusing on the Kayapo indigenous peoples and their harmonious relationship with the environment, the project promotes the importance of sustaining cultural heritage and ensuring that communities can thrive in their natural habitats.



### Responsible Consumption and Production

The project aims to raise awareness about the consequences of deforestation and illegal logging, encouraging more responsible consumption and production practices that do not harm the environment.



### Climate Action

FCE Projects sponsorship of a project focused on raising awareness about the impacts of climate change directly supports efforts to combat climate change and its effects. The project highlights the role of the Amazon rainforest in regulating the global climate and the importance of protecting it.



### Life on Land

The project emphasises the protection of the Amazon rainforest, a critical habitat for millions of species. By indirectly supporting the Kayapo people's efforts to preserve their land, FCE Projects is contributing to the conservation of biodiversity and the sustainable management of forests.



### Partnerships for the Goals

By enhancing safety standards and reducing risks, the construction industry contributes to building safer urban environments, which are key to creating sustainable cities and communities.

# ENVIRONMENT

17 PARTNERSHIPS FOR THE GOALS



## SDG Flag Campaign

On 25 September 2022, it was eight years since the world adopted the UN Sustainable Development Goals (SDGs). The need for action on the Goals is now greater than ever. FCE Projects raised the UN Global Compact Network UK flag to showcase our organisations contributions and be part of the global movement of working #TogetherForTheSDGs to raise awareness of the Sustainable Development Goals.

The UN Global Compact Network UK is an independent not-for-profit organisation. Their aim is to promote charitable sustainable development, relieve poverty, preserve and protect the environment, and promote ethical standards and conduct within businesses and the private sector in the UK.

Since 2022, the campaign has grown substantially, in 2023, we joined over 650 UK businesses, charities, civil society

organisations and schools in this global movement to display our commitment to the Global Goals and the actions that we are taking to combat major global challenges including climate change, gender inequality, poverty and poor work.

With only 1 in 10 people in Britain familiar with the SDGs, raising the SDG flag is essential to mobilise stakeholders for action.



## Installation of Electrical Vehicle Chargers

In line with our commitment to sustainability and environmental responsibility, FCE Projects have taken proactive steps to embrace cleaner transportation options.

As part of our ongoing efforts FCE Projects has installed electric vehicle charging infrastructure on our premises. This infrastructure is freely available for use by both employees and visitors.

The decision to invest in EV charging infrastructure is rooted in our commitment to environmental stewardship and sustainability. By facilitating the adoption of electric vehicles, we are significantly reducing our carbon footprint and promoting cleaner modes of transportation. This investment serves as a cornerstone of our environmental goals and underscores our dedication to embracing cleaner energy solutions.

The installation of EV chargers aligns seamlessly with our broader transport strategy, which prioritises the gradual transition of our business fleet to hybrid and electric vehicles as seen in our Carbon Roadmap. By investing in EV charging infrastructure, we are not only preparing for the future of transportation but also actively contributing to the reduction of greenhouse gas emissions and air pollution.



**59%**  
waste sent to  
Energy  
Recovery  
Facility

**2** Electric  
Vehicle  
Chargers  
at office

Office  
lighting  
switched  
to LED

**98%**  
Waste diverted  
from Landfill

**100%**  
Timber from  
FSC Certified  
Suppliers



# OUR ZERO-CARBON ROADMAP

**2020**  
Launch zero-carbon strategy

**2024**  
Zero-carbon site operations policy



**2022**  
Zero-carbon business operations policy

# 2026

Zero-carbon business  
transport policy

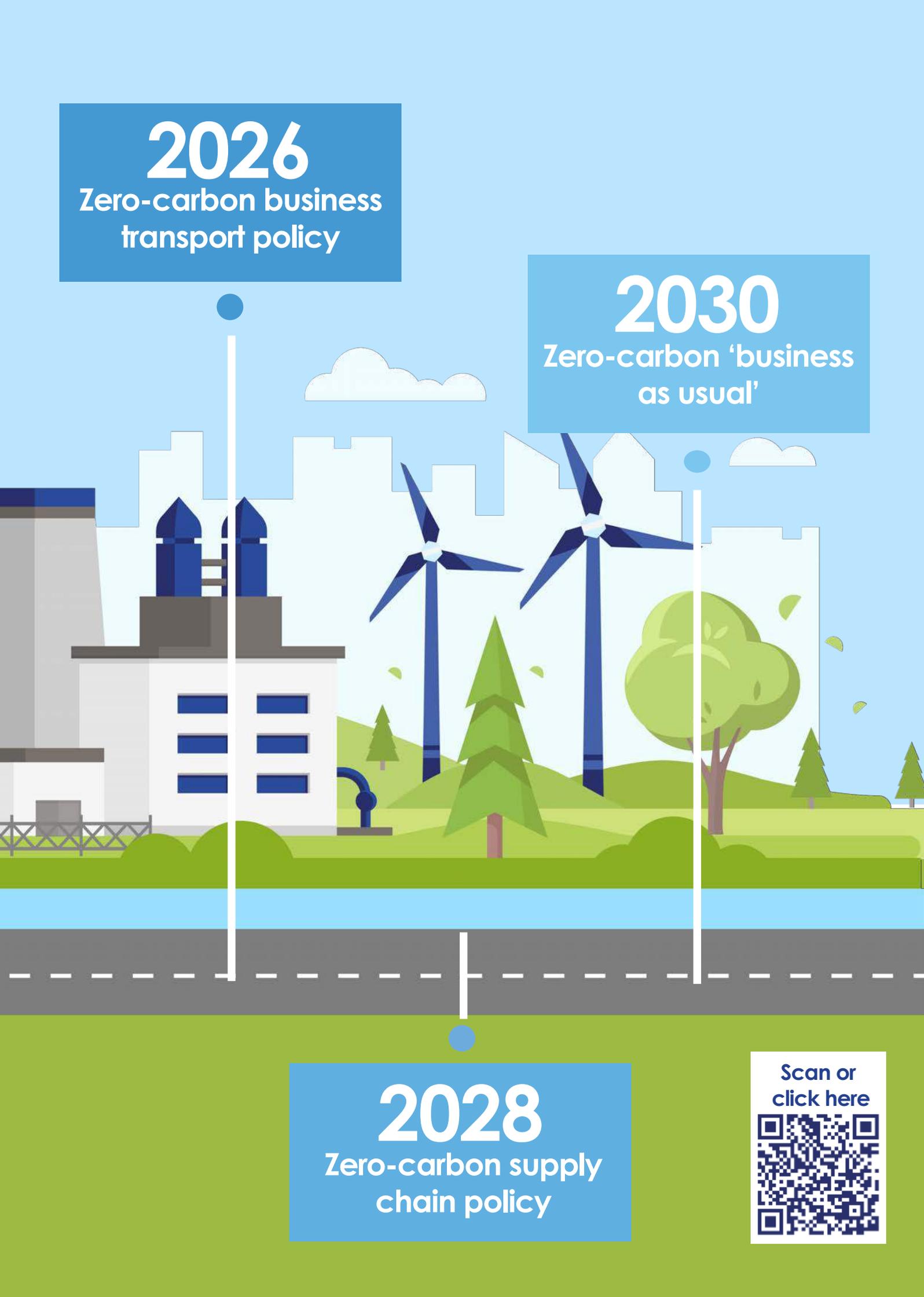
# 2030

Zero-carbon 'business  
as usual'

# 2028

Zero-carbon supply  
chain policy

Scan or  
click here





## Customer Charter

FCE Projects aims to be the best in class civil engineering firm serving the power distribution network across North West England and North Wales.

In all that we do we shall be fully committed to providing an efficient customer focused service that is delivered safely, on time, to exact customer specification and in a manner that is considerate to the environment.

Being part of a critical supply chain in the power distribution sector, our focus is on our customer and our customer's customer. From operations teams, to end users and external stakeholders, we promise the following customer charter:

### Right treatment

*"you can trust us to"*

Do what we say we will do

Act with integrity, equality, fairness and respect

Follow processes correctly

### Getting it right

*"we will always"*

Put safety first

Protect the environment

Provide you with timely and correct information

Ensure we are trained and competent to deliver

Ensure we are properly equipped

Keep you informed

### Easy access

*"you can rely on us to"*

Provide clear lines of communication

Respond to all complaints and concerns without delay

## Switched on to our customer needs



United Nations  
Global Compact



Visit [fceprojects.co.uk](http://fceprojects.co.uk)