

CORPORATE SOCIAL RESPONSIBILITY



COMPLETE MEP SOLUTIONS



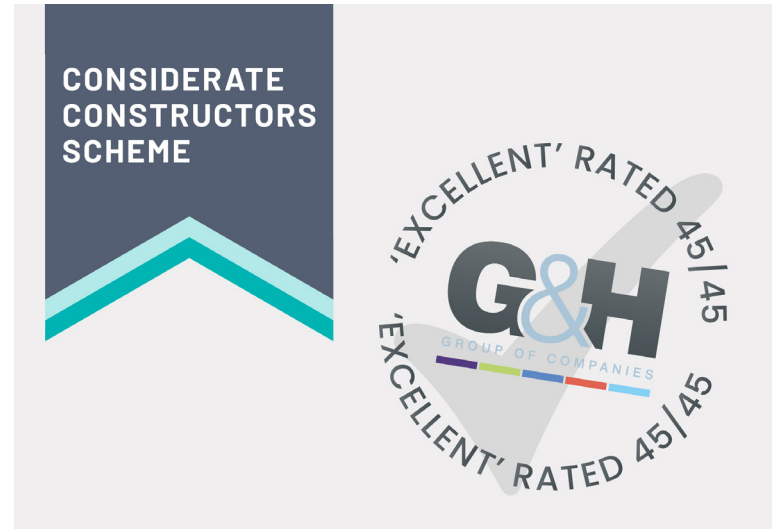
INTRODUCTION



At G&H, we understand that alongside delivering award winning projects we must do our best to positively impact the communities on which we work in.

Over the past 12 months we have created a strong focus around delivering social value which can be seen throughout our achievements helping young people into the construction industry and supporting local charities.

As we look forward to another successful year, we recognise social value plays a crucial part in winning and delivering our work and are committed to leaving a lasting legacy within the industry and our communities.



G&H is proud to be part of the CCS which supports positive change within construction. Our most recent review saw us score 45/45 and reflects the fantastic work of our site and office staff.

The report praised our G&H Apprentice Training Academy and the important role it plays in the community giving young people the opportunity to receive training and forge careers in the sector.

It also cited the energy-saving solutions G&H Group provides for clients, the commitment to health and safety and its 'You're Not Alone' mental health and wellbeing scheme.

EMPLOYMENT & SKILLS

Our newly created in-house learning facility, **Building Futures Together**, offers young people an opportunity to learn the basics of M&E while strengthening their soft skills and behaviours supported by a dedicated team of tutors and industry professionals.

IN 2022, WE DELIVERED:

675

student places (through training providers and school holidays)

56

learners through a 12 week programme with HMP YOI Wetherby

10

Schools and community groups partnered with

152

tailored spaces offered for specialist SEN schools

100

hours of sessions at a local community centre



FOCUS FOR 2023:

Raising awareness of targeting students before they become NEET and supporting them to access alternative routes into the industry.

Closer collaboration with G&H and key contractors to provide a smoother transition from education to employer through vocational learning while developing employability skills.



"We have found BFT's offer to be a fantastic way to get students engaged with the practical aspects of work. The facilities are state-of-the-art and have allowed students to experience plumbing and other skills first-hand. G&H is renowned locally for being passionate about community involvement and helping young people on their path to work through skills development. This offer has really filled a void in our provision and has had tangible benefit for our students."

Jane Wearing, Student Progression Lead, Crawshaw Academy.

APPRENTICES

G&H are committed to helping the next generation kickstart their careers within the construction industry and as a result employed five new apprentices throughout the business in 2022 while they continue studying at Leeds College of Building. A further four apprentices are being accepted this year.



CONNOR SHAW

Connor began his apprenticeship in December 2014, graduating in 2018 and is still working for G&H Building Services as a heating and ventilation engineer.

Connor praised the support he received from the company and his mentors throughout his apprenticeship and stated that it helped boost his confidence.



DION HENRY

Dion completed his apprenticeship in 2018 and works as an electrical engineer for G&H Building Services.

He gained understanding in all aspects of M&E that were relevant to his college studies and he could evidence this in his portfolio work as well as learning from experienced engineers within the business.

SCHOOL ENGAGEMENT

We have supported several schools and colleges with their engagement activity through delivery of mock interviews and taster days for young people to learn about the systems we install.

When working on a scheme at Monk Fryston C of E Primary School, G&H Projects taught children about environmental technology and the installation of ground source heat pumps. The team delivered a session on the importance of reducing their carbon footprint and protecting the planet.



As part of the work at Newmarket House, Leeds with Kier Construction, G&H supported the delivery of several workshops to students at Leeds College of Building studying Level 2 Plumbing and Electrical courses to aid in their development and knowledge of the industry. The sessions delivered included careers, sustainability and practical work.

INVESTING IN COMMUNITIES

Charity Donations	£3460
Bone Cancer - Rhat	£100
British Heart Foundation	£1000
Just Giving donation (15% of £1000)	£150
Just Giving	£57.50
Cradle Charity	£200
Manchester University NHS Foundation Trust	£200
Children's Air Ambulance (Breathing Space Golf Day fee)	£240
Children's Air Ambulance	£200
Mental Health - ISG	£112.50
Alexander Devine Children's Cancer Trust	£100
Just Giving - J Foster	£150
Just Giving - BPR Heaton	£100
Mental Health UK	£100
Prostate Cancer UK	£150
Andy's Man Club	£300
The Give A Duck Foundation	£200
St Gemma's Hospice	£100
Sponsorships	£2700
Woodhall Hills Golf Club-2 years tee sponsorship	£600
July'22-Yarnbury RFC Beer festival	£550
Yorkshire Ambulance Service Womens Football Team	£1000
Pontefract Collieries U11's football team sponsorship	£500
Hunslet Club U15's match day sponsor	£50
DIY SOS Big Build	£40,000



We help local community groups every year and as well as funding, we provide equipment, materials, time and labour.

Examples include supplying 12 state-of-the-art walkie-talkies to allow volunteers to communicate during Pudsey Carnival and fabricating fencing so we could install a de ibrillator at Swinnow Lane Community Centre.

We have supported several sports including Farsley Celtic Girls Football, the U7s to U15s at Rodley Cricket Club and Leeds Rhinos Foundation.

BIG BUILD DIY SOS

Our work within local communities in 2022 saw us undertake our biggest project yet with the Big Build for Getaway Girls shown on BBC One's DIY SOS programme in November.

The local charity aims to support vulnerable women within Leeds through a range of counselling, therapies, workshops and support for those leaving domestic violence, at risk of homelessness or seeking asylum within the UK.

With the charity having outgrown its base and needing donations from local construction companies to build a new larger headquarters, G&H was delighted to support the initiative by designing heating, domestic water services, local heat recovery ventilation, small power and lighting before installing power, mechanical ventilation and plumbing.

Assistance was given to creating energy and sustainability statements and providing modelling so the facility meets Building Regulations.

Heat recovery units were also supplied and the extractor fan, ductwork, grilles, louvres and thermal insulation of pipework and ductwork was arranged too.

In partnership with its supply chain, G&H Group also sourced a wide variety of materials, helping to complete the project in under two weeks.



HEALTH & WELLBEING CAMPAIGN

At G&H, we are committed to looking after the wellbeing of our staff and through our 'You're Not Alone' awareness campaign saw over 100 employees attend sessions on mental health.

Alongside this, we have appointed 16 wellbeing champions with Level 2 training delivered.

An ongoing, annual health and wellbeing calendar offers sessions and training throughout 2023 to further support staff.



CHARITY FUND RAISING



In 2022, an ambitious target of £15,000 was set to raise funds for three health and wellbeing charities.

Throughout the year, an array of activities were held including an impressive Yorkshire Three Peaks challenge with over 40 people taking part and a number of 'pay to play' events with staff competing against suppliers in darts, shuffleboard and table tennis.

Several sponsored family walks were also held and we achieved the fundraising target two months ahead of schedule.



KIER FOOTBALL CUP

In October, G&H was proud to be part of the first Kier Football Cup in aid of Andy's Man Club where £5,500 was raised to support the mental health of men within the construction industry.

The event in Leeds brought together over 130 industry professionals from contractors, consultants and the supply chain with one aim – to get men talking. The construction sector has one of the highest suicide rates, with two men each day taking their own life. G&H continues working with the charity in 2023.



SUSTAINABILITY

The recently completed Newmarket House, Leeds dubbed 'Leeds City Council's greenest building' is home to the second-largest local authority-run waste service in the UK with G&H Building Services playing a central role in the design and installation of numerous energy efficient mechanical and electrical features for the facility.

G&H Building Services' Design department future-proofed the facility allowing it to adapt to new technologies. A total of 20 electric charging points were installed for refuse wagons and a further 22 for fleet of vans with G&H providing the option to convert all bays to electric, biofuel or hydrogen fuelling.

A total of 166 solar panels were installed which will generate over 63kW per hour allowing Leeds City Council to export surplus energy back to the grid during the hottest periods of the year.

Sustainability was the central feature throughout this project in order to support the council in its bid to tackle the climate change emergency.

