

STORY



SOCIAL VALUE STRATEGY

Our vision

Story Contracting are incredibly proud of our motto of 'Doing it Right' and this means looking after, and standing by, our clients, our communities and our people.

Our overarching business strategy is committed to continually investing in our social value activities, reducing our carbon footprint and protecting and enhancing the diverse habitats we work in.

We take our social value responsibilities very seriously and see them as an integrated part of the delivery of our projects and frameworks. We believe that strong communities make for better and more sustainable businesses, and because of that we work with our clients, local authorities and a wide variety of organisations to deliver social value activity that is meaningful and long term.

We are committed to developing and promoting our directly employed workforce, looking after their careers, as well as their health and wellbeing, and everyone at #TeamStory is offered training and development opportunities.

Our strategy is reviewed every year by our social value and sustainability teams, and we ensure that we build into the plan the risks and opportunities these activities bring, as well as focusing on particular needs and issues faced regionally and nationally. The initiatives we focus on, support the business objectives to maximise opportunity and minimise risk. Some of these initiatives and our future plans are described in this strategy.

The opportunities we consider in our planning include, but are not limited to:

Positive brand reputation

Differentiation

Talent attraction and retention

Long-term sustainability

Supporting and developing the local supply chain



Marie Whitehead
Communications
& Engagement
Director



Positive brand reputation

Working with clients and communities to win work and build customer loyalty. Story are regularly praised in client PR about our social value efforts and we have also won several awards including SHELTS Social Value Award 2023, Rail Supplier of the Year in Scotland 2023 which again was based on our social value and community inclusion performance.

Differentiation

Our commitment to social value differentiates us from our competitors. We ensure that we uphold our motto by 'Doing it Right' in difficult times as well as the good times.

Talent attraction and retention

As the focus changes for people looking for purpose-driven work, we know our social value proposition helps attract and retain talent which is even more important with the industry-wide skills shortage.

Long-term sustainability

By achieving our commitments we build stronger relationships with our communities, clients and stakeholders, fostering stronger, more sustainable relationships. As well as building trust, our clients believe we will deliver our promises which in turn ensures a more sustainable business model based on responsible business practices.

Supporting and developing the local supply chain

By working closely with the local supply chain, we not only create strong and trusted relationships, but we ensure their growth and development employing more local people and building vibrant and sustainable communities.

Story have developed supply chain charters, and have a supply chain hub where pipeline opportunities can be seen. We also work on a Key Account Management basis where our supply chain have a point of contact with our senior management team. Our Story Start Up Scheme, also supports SME's with funding, grants and mentoring across the UK.



Managing risk

We also ensure we build our activities and strategy around managing the risks if your social value performance is not managed and executed carefully including:

Environment and biodiversity

Failing to protect our natural habitat and environment could lead to not only damage to Story, but to the planet, wildlife and vegetation.

Our dedicated Environment and Sustainability team work closely with our clients and project teams to ensure all of our works have the environment as a primary consideration.

Reputational risk

Failing to support communities or not delivering social value commitments for clients, can lead to a loss of customer trust and potentially negative publicity. This can in turn damage the reputation of businesses and result in loss of, or no repeat business.

At Story we have built our business on the development of positive relationships which results in repeat work, honest and collaborative relationships, and maximised benefits from our social value efforts.

Contractual risk

For many of our contracts now, especially public sector, as part of the tender process we commit to delivering social value outcomes. It is becoming business as usual to report on these, and in some cases there is a financial incentive for exceeding commitments or a penalty for not achieving them.

To help mitigate this risk, our social value team are an integral part of the bid and preconstruction teams. This allows the social value elements of a project to be integrated into the project from the outset.

Operational risk and cost

We recognise that social value projects can increase costs as well as having operational and resource issues for Story. To help mitigate this, we set our social value budget at the start of each year, based on client requirements and our ambition.

Our Story Community Days policy encourages all of Team Story to have at least 2 days a year as paid leave to carry out volunteering. We also ensure that at the start of projects, we work with the onsite teams to decide on timings and requirements for social value activity.

Measuring impact and value

A major risk to social value can be not understanding the true impacts and value that your activities have, and then not measuring and reporting your results. At Story, we have been measuring our outputs with 'Thrive', a government approved social value metrics calculator.

More recently, we have been supporting one of our key clients, Network Rail with the adoption of the Rail Social Value Tool. As well as understanding the value your activities have, it also means you can see targets for future years and measure your overall impact.



Our commitment

The 2023/2024 Social Value Strategy sets out our key focus areas for the next 12 months, and looks back on our successes for the previous year.

Our regional teams from across the UK support local communities based on their needs, as well as delivering outputs for key clients.

Our focus areas for the coming 12 months include the potential opportunities and risks to our business, contractual requirements, as well as doing our part to help the national skills gap and climate change.

Our focus areas are as below:



Inspiring future generations and early careers

We are dedicated to inspiring and developing the next generation of talent in our industry and our early careers programme trains, develops, and challenges our Apprentices, Trainees, Undergraduate Engineers and Graduates through a combination of experience and education.

We will continue to invest in our early careers programme, giving young adults an opportunity to earn while learning and be part of a team that delivers meaningful, industry-leading projects across the UK.

We will continue to work with primary schools, secondary schools, colleges, and universities across the country to engage students through STEM sessions, careers events, and employment programmes.

Our commitment to inspiring future generations and developing early careers includes:

- Joined The 5% Club, with 10% of Team Story currently enrolled in one of our early careers programmes to reach their potential
- Investment in Apprentices, Trainees, Undergraduate Engineers, and Graduates, which is a critical part of our business strategy
- Continue to build strong links with several universities including Heriot Watt
- Support the Government's Kickstart Scheme
- Individual mentoring and workshops for 16-21 year-olds
- Work placements for 16-18 year-olds across all areas of our business
- Attending careers fairs across the UK
- All Story Graduates becoming STEM ambassadors



CASE STUDY

Trinity School Work Experience

We were delighted to welcome 30 students from a secondary school local to our Carlisle HQ for a full week of work experience.

The students from Trinity School met with a variety of professionals from across the company, as well as representatives from our supply chain and partners. We gave the students a total of 600 hours of experience, which will benefit them in their future professions.

“The different sessions appealed to all learning styles; the students said that they had gained a better understanding of the wide variety of roles in construction and the range of apprenticeships available locally.” Mary Brookes, Exams and Careers Officer



CHARLOTTE HATTRELL

During the Covid-19 pandemic and the resulting economic recession, we offered recent graduate, Charlotte Hattrell, a three-month internship in our Communications & Engagement team. At the end of her internship, Charlotte was offered a permanent position as a Communications Officer on the Hope Valley Railway Upgrade. Having just left university and finding it difficult to secure employment, the internship provided her with the chance to gain valuable work experience and full-time employment.

BILLY STAFFORD

Billy Stafford joined Story when he was 19, after completing two weeks of work experience in 2018. Following his work experience, Billy was offered a permanent position as a General Operative in our Construction division. In his time as General Operative, he has gained experience through a variety of projects from minor repair and maintenance works in manufacturing facilities to multi-million-pound housing developments. After building his skillset as a General Operative, Billy moved into his current role of Trainee Engineer, as part of which he is studying for a Level 4 civil engineering qualification at Lakes College.



BILLY WALKER

We recruited Billy Walker as an Undergraduate Engineer from Nottingham Trent University, giving him a year-in-industry placement to gain on the ground experience. After finishing his placement with us, the company sponsored his final year of study at University and offered full-time employment to Billy upon graduation. Billy is set to rejoin the business as a Project Agent in August 2022.

KAYLA MILLER

Kayla joined Story in 2021 as a Trainee Engineer. She is completing a Graduate Apprenticeship with Heriot Watt University and gaining hands-on experience working on civil engineering projects across Scotland. As well as developing herself as a professional engineer, Kayla aims to inspire future generations by regularly attending school career talks and STEM sessions. She recently spent time on a live site visit with a group of young girls interested in construction to showcase the rewarding careers available in the industry.



JON KITTOE

Jon joined Story as an Apprentice Small Tools Fitter. He has gained experience through our in-house training programme to use both mechanical and electrical machinery and has completed a Level 3 Engineering NVQ qualification. Jon was selected by Myerscough College for a CPA Star of the Future award – Level 2 Plant Mechanic. CPA Stars of the Future is an awards scheme for apprentices and trainees in the construction plant sector, set up by the Construction Plant-hire Association (CPA).

Employability

We have a commitment to employing, training, and developing local people working with existing providers of employability. Partnering with organisations such as Inspira, APEX, Developing the Young Workforce and Routes to Work, as well as schools, colleges and universities, we will continue to provide meaningful work experience opportunities, advice, and training on construction sites across the UK.

Not only has these partnerships enabled multiple people to gain valuable experience and life skills, but in several cases, this has led to full time employment being offered, either directly by us or through a member of our supply chain.

As part of our strategy to ensure that the great employment opportunities we offer are available to all, we signed up to the Disability Confident Scheme and the Armed Forces Covenant, and work with organisations such as All Together Cumbria, Aid and Abet, and Haverigg Prison.



CASE STUDY

APEX & VOW Placement

Dean first joined Story Contracting when he was 21 for a five-week work experience placement on a live construction site in Edinburgh via APEX and VOW (Police Scotland).

Dean showed a proactive attitude throughout, from his initial interview in the head office to his time working on site. As a result of this, the team were delighted to offer him a full-time, permanent contract as an Apprentice General Operative. This will give Dean the chance to be supported through all his relevant construction qualifications, have access to mentoring from his senior peers and gain hands on experience whilst earning a wage. Working with organisations such as VOW (Police Scotland) allows us to offer meaningful work experience opportunities to candidates across Scotland, seeking a career within the construction industry.

“*I want to say a massive thank you to you and your team. I can't tell you how delighted we are that this is working out for Dean.*”

It's just brilliant and he now has a huge opportunity in life that seemed impossible for him a couple of months ago.”

Lyndsay Barr, VOW Worker, Police Scotland



DISABILITY ENGAGEMENT

Working with All Together Cumbria, we welcomed 18-year-old Jonathan on a five-week business masterclass. Jonathan has cerebral palsy, short term memory problems, and peripheral vision loss. "My work experience was put on hold due to COVID-19 and this is the first year that I have been able to do work experience; my time at Story was an unforgettable experience and I found it very useful to give me an insight into the business."

KICKSTART SCHEME

One local young person who has benefited from Story's investment in Tees Valley is Tyler Chambers, aged 19 from Middlesbrough. We met Tyler during a community day with the charity, Middlesbrough Environment City. At the time, Tyler was a Kickstart with the charity, but after impressing the Story team with his enthusiasm and drive, he was hired as a full time Trainee Site Engineer. "I'm grateful for this opportunity not only to work and earn but also start my career working on a project which is on my doorstep and one which will benefit my local community."



WOMEN RETURNER

We welcomed Lauren Ross to Story Scotland in 2022, as a People Development Coordinator. "I can honestly say I love working for Story. I was worried coming back to work with my daughter being nine months at the time so i'm very glad to say it's been a great decision. Everyone has been very welcoming, and my line manager has been especially supportive with my transition back to work from maternity leave."

EX-OFFENDERS

We work alongside a wide variety of employability organisations to help ensure we attract people who are ready for work and help them get back into employment, and also to advise us on any additional needs individuals may have. We work with prison employability teams, parole officers and social enterprises to offer opportunities to ex-offenders and people who are Released on Temporary Licence. This includes work experience, longer term work placements, part and full time employment opportunities, soft skills courses and technical qualifications.



ARMED FORCES

We are committed to welcoming and supporting ex-Armed Forces within Team Story. Simon Higgins, our Business Development Director, was a proud member of the Royal Engineers, before starting his career in the Rail industry. Simon leads our commitment to the Armed Forces, and as part of this, was instrumental in us signing the Armed Forces Covenant. We also received the Employer Recognition Scheme Gold Award from the Ministry of Defence (MoD) for our work to actively promote the military as a career to the Armed Forces Community.

Developing our people

Our people are our most important asset, and they are vital in the delivery of the high level of service and quality we provide to our clients across the UK.

We recognise that we are successful because of the skills and dedication of our people. As part of this strategy, we will continue our long-standing commitment to invest in the development of their knowledge and expertise, helping them to reach their full potential. We recognise and reward talent, and have numerous examples of people who joined as trainees and apprentices and are now in senior positions within the organisation.

We have state-of-the-art, purpose-built training facilities and in-house training provision, allowing us to provide extensive training and development opportunities to every member of #TeamStory. Story colleagues receive an average of 8.7 days of training each year, which is more than double the national industry average.

Our commitment to developing our people was recognised at the 2019 Rail Partnership Awards where we were named the best Investors in People.



"I have always seen the value of doing it right; Right by our people and right by our clients."

We have created a challenging, transparent and fair culture at Story Contracting with our people at the core of everything we do. Our high expectations drive high performance and I am proud to work with such a committed, hardworking team."

Fred Story, Story Contracting Owner and Chairman



CASE STUDY

Dan Jones - Operations Director (Eastern)

Dan Jones first joined Story in 2014 as a Project Agent and is now Operations Director, heading up our rail operations in the Eastern region of England.

He progressed his role in project management to Contracts Manager and joined the first cohort of our Leadership Programme.

He showed strong leadership, supporting the Eastern team's development, and it was clear that a natural progression for Dan would be to take on the challenge of Operations Director in the region's exciting period of growth.

"I'm lucky to work for a company that recognises and rewards hard work, and invests generously in its people. Maximising everyone's potential as we continue to grow is a key ethos of the business."



VICTORIA LINDSAY

After graduating from Abertay University, Victoria joined Story Contracting in 2017 on the Graduate Programme. Victoria was the first Story Scotland graduate to complete the programme and now works as a Scheme Project Manager.

“My favourite thing about the Graduate Programme was the flexibility and variety. It was great to be able to experience working in different areas of the business whilst still maintaining a job role.”

NICK ROUTLEDGE

Nick joined Story at 18 as a Trainee Quantity Surveyor, splitting his time between gaining on-the-job experience and working towards his qualification at Northumbria University. He now leads a team of seven quantity surveyors as Commercial Manager and acts as a mentor to a number of junior roles at the start of their careers.

“It’s great to be able to support Story’s trainees through their studies and in the workplace, sharing advice and guidance having been in the same position myself.”



CHELSEA MURRAY

Chelsea joined us as an Apprentice in 2018 on an 18 month scheme and progressed to become a Plant Operator in 2020 before being appointed into her current role of Plant Safety Leader in 2023.

She passed her 13 day RRV course soon after and went to work on Translink in Belfast as one of the only female operators working in Northern Ireland. In 2021 Chelsea also won the internal ‘Star Award’ for Story Plant in recognition of her achievements within the company.

JAMIE MACARTHUR

Jamie began his career with Story Scotland in 2018 on the Graduate Scheme. Following his secondment within the design team, Jamie was supported to pivot his career pathway from project delivery and is now a Senior Design Co-ordinator. He has recently passed his Institution of Civil Engineers IEng Professional Review and has been an inspiration to young graduates starting out on their career journeys.



JONNY FEARON

Investment in staff such as Jonny Fearon, Contracts Manager, begins on day one. Jonny joined the business on a part-time basis as a Trackman in 2002 before progressing through the ranks to senior management. He now manages a workbank with a value of circa £20M per annum for Network Rail in the North West of England.

Supporting our supply chain

Story Contracting's background is as an SME. We therefore have an inherent understanding of the value that SME organisations can bring to our supply chain and the wider industry.

We support SMEs in numerous ways:

- Seek out SMEs amongst potential suppliers.
- Encourage our teams to utilise locally based SMEs on projects where possible within geographical restraints.
- Encourage and support local SMEs who are considering entering the market or developing their business.
- Look for investment opportunities within SMEs to help them expand capability and capacity.
- Work with SMEs to understand their business drivers so that we can align workload opportunities.

As a result of our commitment to invest in the supply chain, over 60% of our supplier spend is with SMEs.

We also work with our Supply Chain Partners to ensure our standards for health and safety, equality, diversity and inclusion, and social value are mirrored.

We work closely with our supply chain to firstly educate them on the importance, and secondly, how we embed them into their contracts and the way they deliver works on behalf of Story.



CASE STUDY Story Start Up

As a large SME ourselves, grown from 255 employees to over 900, we are familiar with the common barriers for SMEs. We understand that SME businesses are often developing their overall business capability and as such may need practical support.

Acknowledging this, we launched a brand-new scheme, Story Start Up, to create new opportunities for entrepreneurship, help organisations to grow, enable new business creation and support economic growth. The initiative offers support in varying forms, from direct investment, a loan/grant or business advice and mentoring.

So far this year, we have given advice and mentoring to over 20 SME's and charities, and invested directly in innovative projects and schemes.



SUPPLY CHAIN CHARTER

To maintain our reputation for delivery and continue our sustainable growth, it's critical that our supply chain partners share our principles, and engage with us collaboratively to help deliver quality, value, sustainability and safety for our clients.

We created the Supply Chain Charter as part of our aim to build collaborative working relationships throughout our Supply Chain, with all parties signing up to principles that are mutually beneficial to help drive collaborative and rewarding relationships.

SUPPLY CHAIN HEALTH & SAFETY FORUM

Story regularly hosts Supply Chain Health and Safety Forums, where suppliers are invited to share their own initiatives and learn from each other.

The suppliers take part in workshops where commitments to improve health, safety and sustainability performance are made and successes achieved are celebrated.



RSG'S WORK PIPELINE VISIBILITY CHARTER

We are the first contractors to have backed the Work Pipeline Visibility Charter, demonstrating our commitment to share work pipeline information with our suppliers. This allows our Supply Chain to plan and invest with confidence, driving improvements in productivity, collaboration, and delivery of outcomes.

SUPPORTING SME'S THROUGH COVID-19

Throughout the pandemic, Story continued to support and invest in our local supply chain, implementing improved payment terms, issuing Key Worker documentation, accommodation support and health and safety advice.

All of which allowed them to continue working throughout the lockdown period for the ongoing financial health of their businesses.



SUPPORTING VCSE & CHARITABLE ORGANISATIONS

We helped VCSE Rebuild (circular economy social enterprise) move to a bigger, more secure, facility through 250 hours of volunteering from Story and our Supply Chain Partner Sunbelt Rentals. This allowed them to improve efficiency, stock more materials, and expand their offering.

As a result, Rebuild were able to recruit two more FTE, further reducing the amount of construction waste and creating a bigger impact in the community.

Workplace diversity and inclusion

We aim to create a workplace where everyone feels comfortable regardless of race, gender, disability or sexual orientation. We do this by eliminating discrimination and encouraging diversity among our workforce. As part of this commitment, we have developed an 'Every Story' working group to actively promote equality, diversity and inclusion throughout the business.

We are committed to promoting sustainable and inclusive employment opportunities and we continue to build a skilled and diverse pipeline of talent through:

- Embedding our Equality and Diversity policy and principles across all business systems and processes
- Delivering inclusivity training to all staff
- Monitoring and continuously improving workforce diversity to ensure we remain an employer of choice
- Undertaking community mapping to understand local needs, working closely with all stakeholders particularly local authorities, schools, business groups and residents. This will inform our community outreach activities, as part of supporting new and existing entrants into rail infrastructure careers
- Engaging existing Skills, Education and Employment (SEE) infrastructure to assess and reach the full talent pool available



CASE STUDY Emma Porter/BPIC

Emma Porter, Managing Director of Story Plant, is a mentor for an initiative aimed to increase diversity within the Construction industry.

The Power Mentoring Event run by Black Professionals in Construction (BPIC) Network, aims to empower, and elevate the careers of black professionals working in Construction roles.

“Organisations that embrace diversity and encourage and support everyone to be able to be their true selves at work are going to be the ones that end up on top.

“It’s important that people in senior positions in the industry step up and do more to promote equality, diversity and inclusion if they want their organisations to thrive.”



EVERY STORY

As part of our pledge to eliminate discrimination and encourage diversity among our workforce, we have an 'Every Story' working group to ensure all employees have a voice within the company and a space to talk about Diversity and Inclusion. Alongside Every Story we also encourage local events which promote Diversity and Inclusion, and we ensure all employees are supportive and feel comfortable to challenge unacceptable behaviour.

CULTURE BAZAAR

As part of our commitment to promoting and fostering diversity and inclusion, we sponsor the Cumbria Culture Bazaar Festival on an annual basis. We also provide pre-event support whilst also attending the two-day event, hosting a stall at the festival to offer information on careers in the Construction and Rail industries, as well as setting a bridge-building STEM challenge for children at the event to promote the basic skills of engineering.



LGBTQI+

We proudly support LGBTQI+ and Pride events in our operating areas to show our commitment to supporting the LGBTQI+ communities across the country. As part of the company's pledge to eliminate discrimination and encourage Diversity, Respect, and Inclusion, we sponsor events including Cumbria Pride. Annually the Story team help set up the event and host a stall to raise money for LGBTQI+ charities.

EDI CHARTER

We recently signed the Women in Rail and Railway Industry Association's 'EDI Charter', demonstrating our intention to help build a more modern railway sector representative of a modern UK. Key pledges within the Charter include the appointment of an EDI Champion within Story's Senior Leadership Team, and the provision of Diversity and Inclusion training and education opportunities to employees.



MENTAL HEALTH AND WELLBEING

We are committed to reducing the stigma and discrimination surrounding mental health by developing a culture where employees feel able to talk openly about their mental health and wellbeing. We have a charity partnership with mental health charities Mind and the Scottish Association of Mental Health (SAMH) and have trained over 100 employees as Mental Health First Aiders. Our work to raise awareness of mental health and wellbeing has been recognised by winning the Rail Partnership Awards 'Community Engagement Award' and the Inspire Awards 'Most Inspiring Wellbeing Initiative'.

Sustainability

Carbon Reduction Strategy

As part of our Carbon Reduction Strategy, we have set Science Based Targets for reducing our carbon emissions, in line with the requirements of the Science Based Targets Initiative (SBTi), in order to achieve Net Zero Carbon by 2050. Our Targets have now been validated and approved by the SBTi and are as follows:

**SCOPE 1
TARGET
FUEL &
GAS USE
-46% BY
2030**

We commit to reduce absolute Scope 1 and 2 Green House Gas emissions by 46.2% by FY2030 from a FY2020 base year.

We commit to increase annual sourcing of renewable electricity from 12% in FY2020 to 100% by FY2025.

**SCOPE 2
TARGET
PURCHASED
ELECTRICITY
-46% BY
2030**

**SCOPE 3
TARGET
SUPPLY CHAIN
IMPACTS
-25% BY
2030**

We further commit to reduce absolute Scope 3 Green House Gas emissions by 25% by FY2030 from a FY2021 base year. We commit that 30% of our suppliers by emissions, covering purchased good and services, and waste generated in operations, will have a set science-based targets by 2025.

● Fuel Use

We will gradually remove petrol, diesel, and hybrid vehicles from our fleet, to achieve a 100% EV fleet by 2029. Where Electric Vehicle (EV) technology or infrastructure is not available, we will investigate alternative low carbon and non-fossil fuels such as HVO and hydrogen. We have introduced more solar powered site generators, welfare cabins and lighting on suitable projects.

● Energy Contracts

We are aiming to switch all existing electricity supply contracts to certified 100% Renewable (REGO) tariffs by 2025, and ensure that all new contracts for new sites are 100% Renewable from the outset. Our Birmingham and Normanton depots have already made the switch

● Supply Chain Impacts

We will replace a proportion of our top purchased materials such as aggregates, concrete, bricks & blocks, with lower carbon and recycled alternatives. We will be encouraging our suppliers to set their own SBTi targets (if not already in place) and to sign up to the Supply Chain Sustainability School to upskill key roles within their organisations.



ELECTRIC VEHICLES

Electric charging stations are now available at a number of our offices, as our use of EV increases across the company. We are also increasing the number of portable, temporary EV charging solutions on our sites to encourage the switch from fuel to EV. We are aiming to have a 100% EV/non-fossil fuel fleet, plant & equipment and renewable power on sites by 2029.

STORY PLANT

Recently a team of Salford University MSc students have joined Story Plant to deliver research into, and cost-benefit analysis, of switching to lower carbon fuels & power for our non-road plant machinery.

As part of our commitment to improving the efficiency of our fleet, we have recently completed a multi-million-pound fleet investment programme. This included adding 14 new RRV's with efficient Stage V engines and greater productivity rates, enabling projects to be completed with a significant reduction in machine hours worked.



SITE RENEWABLE/HYBRID POWER

'Eco-Welfare', comprising low energy use cabins with solar/battery power generation, are now being ordered from our national framework providers Sunbelt, Mobile Mini or Elliott (Algeco). Examples have included the HUSHH Pod 30/45 at Royal Border Bridge, Berwick, which is reducing both harmful emissions and noise pollution. Over a one month period there was a 59% reduction in run time and fuel consumed over a 30-day period, equating to a 8987kg saving of CO2.

WATER CONSERVATION

One utilised method of making carbon saving on site and reducing project specific carbon footprint is the conservation of water by rainwater collection. Recently, on a Story Scotland scheme, a rainwater collection system was set up with the gutter system discharging into an IBC. The water collected was then used in general daily site activities such as power-washing and dust suppression.



SUSTAINABILITY GROUPS & CHAMPIONS

With the help of our Carbon Reduction Steering Group, Sustainable Innovations Group (SIG) and a team of Sustainability Champions, we are identifying new products and ways of working to reduce our carbon footprint. The group discuss new ideas and information arising from projects, clients, suppliers and peers across the construction industry, as well as from special interest forums and professional development/training courses.

Environment and biodiversity

Our current Biodiversity Strategy is being driven by Government and client policies and targets, which act as the catalyst and foundation for establishing an approach which applies across all locations, including work sites, offices, and depots.

We are aiming to move from a position of case-by-case project-based initiatives, to a 'No Net Loss' position and ultimately to 'Net Gain'. We are aligning our targets with those of our key customers and other stakeholders such as the Environment Agency, SEPA and Natural England, and with regard to the UK Government's 25 Year Plan for the Environment.

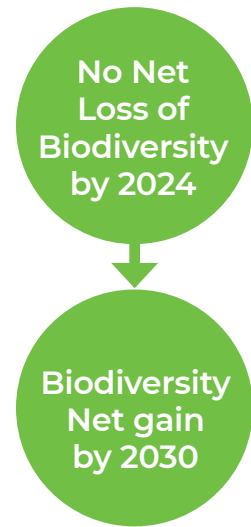
Waste and resource efficiency

The need to apply Circular Economy principles to increase resource efficiency and reduce waste in construction has led to our participation in a cross-industry and academia research project. The experiences, findings and sharing of best practice from this project will feed into Story Contracting's waste and resource management processes, with the aim of reducing costs and environmental impacts/carbon footprint for both Story Contracting and our clients.

We will achieve improvements in waste management by:

- Continuing to specify reuse and recycling wherever possible to avoid waste going to landfill and identify more efficient ways of working that produce less waste on all our projects/work sites
- Exploring best practice, existing and novel recycling and reuse mechanisms, collaborating with our partners and supply chain to achieve this, involving the SIG and project teams to build on current initiatives to assess the potential for PPE recycling, reuse and refurbishment
- Seeking to influence/question design stage decisions relating to resource use and waste production, even where we are not principle designer, to encourage waste to be designed out at the earliest possible stage
- Reducing single use plastic across the business, building on current initiatives to discontinue purchase of plastic bottled water on sites

TARGETS



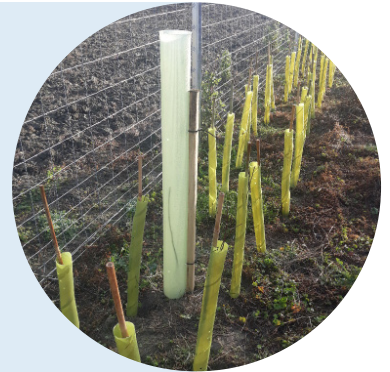


HESSLE FORESHORE

The team worked with a local supplier to improve the environment and ecology around the site, as part of Story's commitment to leaving a positive lasting legacy. 60 trees were planted around the embankment – resulting in a biodiversity net gain of 34%. This included silver birch, small oak, goat willow and aspen. Reusing spare site material, three hibernacula were also installed to increase biodiversity at the site, situated next to the River Humber.

BOLDON FLATTS

Following completion of the earthworks at Boldon Flatts, we planted species-rich meadow grassland along the upper half of the embankment face and the toe of the embankment, as well as native scrub habitat. Our planting scheme included native, broadleaved tree specimens that best represented the local landscape character. We consulted with Landscape Officers at North York Moors National Park to ensure our chosen species represented the most appropriate mix, suiting the existing natural heritage of the National Park. Our work at Boldon Flatts successfully enhanced biodiversity on site by +40.06%, exceeding the standard national biodiversity net gain expectations.



GRAHAME PARK

During the embankment stabilisation works, the project was able to use recycled engineering backfill in the re-grade. The team sourced the recycled material locally, approximately five miles from the site, whilst also ensuring that sufficient supply could be provided from the source. The approach also shortened the HGV delivery routes through sourcing of local aggregate and prevented a significant volume of primary aggregate from being quarried, helping to preserve our natural resources.

ALLT NA H-INNSE BEAG

Extensive biodiversity enhancements, including land reinstatement were implemented through the planting of 800no. trees; installation of a bespoke bat fence installed to protect bats from oncoming traffic; electrofishing carried out by local fisheries prior to undertaking any water works; inclusion of an exposed sand area in the permanent landscaping design (recommended by Story), following the identification of sand martins on site; and a 'Mammal Ledge' installed through the new culvert to provide a means for small mammals to travel across the road safely.



BOURNE BROOK

The scour protection works at Bourne Brook were completed under a bat mitigation licence from Natural England. A bespoke 'batgate' was installed which, once works for the day were complete, were closed and secured to stop any bats from entering and roosting in the structure. Bat boxes were also installed following completion of works, providing additional roosting habitat.

Charitable partners and volunteering

We recognise that Team Story have a significant role to play in the communities we work and live in. As part of our social value strategy, we will encourage our employees to support the following initiatives:

Charity Partners

Each year our employees vote for a charity to support and the chosen charities then receive support via employee fundraising, volunteering efforts, and dedicated projects.

We are currently championing seven charities across the country, as part of the Story charity partnership scheme: Mind, Scottish Association for Mental Health (SAMH), Carlisle Youth Zone, 42nd Street, LimbBo Foundation, Crisis Skylight Birmingham and Glasgow Children's Hospital Charity.

Story Community Days

We encourage all team members to harness their skills to add value to the many voluntary and community organisations who rely on volunteers to achieve their objectives. To encourage volunteering, we launched the Story Community Days which gives employees two working days per annual leave year for volunteering.



This is our first venture into corporate sponsorship and it's hugely exciting for us. The response we have received from Story and their staff has been truly amazing.

The difference that this input will make to people's lives will be immense. It will transform our building and ensure people who struggle with their mental health have a warm, safe place to come where they can be listened to and supported.

Janet Buckley, Chairwoman of the Board of Trustees, Carlisle & Eden Mind



MIDDLESBROUGH ENVIRONMENT CITY

In the Tees Valley, we support charity Middlesbrough Environment City, including renovating their community allotment. To date we have donated over £19,000 in voluntary time and material donations. "We would like to say a huge thank you to the team for helping at our community site. We were able to utilise their skills and experience to get all of our raised beds fixed and also our polytunnel skin put on. This is a huge improvement to the site and will give so many community groups the opportunity to grow things and learn much more."

HOPE VALLEY RAILWAY UPGRADE

While we deliver the Hope Valley Railway Upgrade, we are working with a number of community groups and charities to leave a positive lasting legacy in the area, including the Peak District National Park, the National Trust, St Luke's Hospice, Green City Action, Bluebell Woods Childrens' Hospice, Bradway Action Group and Friends of the Station groups. In the first year of the scheme, over £12k social value has been created through volunteering alone.



SIMON'S COMMUNITY PARTNERSHIP

Over the last few years, we have worked with Simon Community to support people across Scotland experiencing homelessness. The charity works with adults and young people who are homeless and sleeping rough by providing them with emergency shelter as well as homes in the community. Our support has included volunteering in the clothing donations warehouse, delivering toiletries to emergency hotels set up to help 100s of vulnerable people during the pandemic and gifting warm pyjamas and hot food vouchers to the Street Lifestyles project team over the tough winter months.



BICESTER UNDERPASSES

During a project to deliver two brand new underbridge structures for Oxfordshire County Council, we joined forces with Network Rail and Bicester Green Gym to makeover Platform 2 of nearby Bicester North Station. This included the donation and installation of three bespoke planters with new flowers and shrubs to brighten up the platform. The team worked together to weed, plant bee-friendly flowers and spread fresh bark to create a new pathway in the station garden for passengers to enjoy.



CARLISLE YOUTH ZONE

Carlisle Youth Zone (CYZ) are one of our nominated charity partners, and we raise money for them each year. In addition to this we have worked with the charity to establish how we can help kids who are most in need, including organised mentoring, STEM sessions, feeding kids during holiday schemes, careers advice and fun days. This has included over 500 children, over half of which are categorised as being in the most deprived households.

