

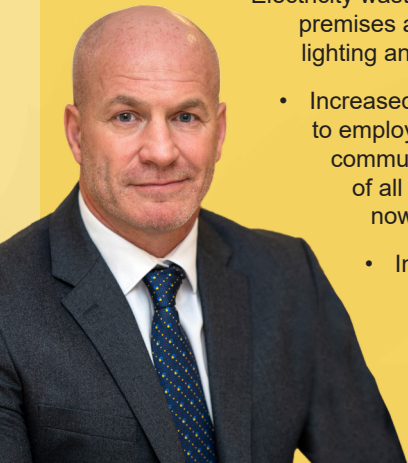
Barhale *today*

Autumn 2023

Welcome to our Autumn edition of Barhale Today providing you with the highlights of the last 6 months. We hope you enjoy reading this.

15 months ago, we reviewed both our sustainability and carbon strategy to better understand how we could do more for social value and sustainability as both individuals, a business and our supply chain partners. As a result we have developed a realistic and measurable sustainability and social value road map and implementation plan. This road map and plan is now driving the correct values and enabling us to achieve all of our targets and objectives which will ultimately see the communities, people and the environment benefit from. To date we have:

- Appointed **Luana Bills (Social Impact and Sustainability Manager)** who brings a wealth of experience into this role to educate, guide and proactively support our business and supply chain partners.
- Revised our commitments to Procurement Policy Note 06/21 with various supporting initiatives to further, and more aggressively reduce our overall carbon emissions. When measured against our baseline year we have reduced our total gross emissions by 41.5% with a further commitment to reduce overall total gross emissions to 51% by 2026 and achieve net zero by year 2040.
- Aligned our targets and objectives to the Sustainable Development Goals and social value frameworks such as the PPN 06/20 and National TOMs, our corporate objectives address 5 key themes – *Governance, People, Community, Supply Chain and Environment*.
- Achieved ISO 14064 Part 1&2 accreditation which is now providing guidance and validation of our efforts through quantification, monitoring and reporting of greenhouse gas emission reductions, an example of this verification is 42% of diesel vehicles removed from our vehicle fleet and replaced with either full electric or hybrid vehicles.
 - Electricity waste reduction, 90% of all our premises are now fitted with LED lighting and PIR lighting controls
 - Increased our recruitment drive to employ more people from local communities on our projects - 80% of all our project based staff are now local to our projects.
 - Invest more in local SME's – We currently spend 48% of our turnover (£51.85m in 2022/23 fiscal year) with local businesses and SME's.



- Further engaged with local communities and charities providing support to local food banks to help with the cost of living increases.
- Share our learning on a monthly basis with our supply chain through 360 degree feedback sessions.

Our commitment is to ensure that social value and sustainability is considered as part of everything we do as a business and as individuals, through our renewed sustainability and carbon strategy we will achieve this commitment.

Martin Brown
Chief Executive Officer



KEY MILESTONES ACHIEVED

Strategic Pipeline Alliance

Barhale has been awarded six critical crossings on the Elsham to Lincoln stretch of the Strategic Pipeline Alliance route.

Ancaster UTX was delivered in the first half of 2023, a 65m under track crossing beneath the East Midlands Rail Line. The Iseki Tunnel Boring Machine was used to install 1200mm diameter concrete pipes, into which an 800mm steel water main was installed.

We are currently undertaking a crossing of the A158 near to Lincoln, which is 40m length at 4m deep, using a 1500mm diameter TBM. A further four crossings will be delivered later in the year, including a very challenging crossing of the River Witham. The aim of the project is to take water from areas of plentiful supply to those in areas of drought to improve supply resilience.

RECENT PROJECT COMPLETIONS

The Greenway

Barhale has completed the installation of 580m of 1200mm diameter concrete pipe using a tunnel boring machine (TBM) for Thames Water in West Ruislip. The project comprised the construction of four shafts (between 8 and 14 metres in depth) to facilitate three tunnel drives, and cofferdams to enable connections to the existing sewer.

A clever re-design reduced the number of cofferdams from six to two and the deployment of an innovative technique for the temporary pipe jacking shaft backwall reinforcement delivered significant time and carbon savings and reduced risk to personnel.

The team saved a total of 1.5 thousand tonnes of carbon emissions, across early project involvement, mains connections, innovative generator set-up and client collaboration to maximise materials.

Several social value initiatives have been organised throughout the project. Students from the local Pentland Field School visited whilst works were paused so that they could safely see the launch shaft and TBM.



Barking Riverside

We have successfully installed a new foul water pumping station to enable the new rail station which is being built as part of the £260M extension of the Gospel Oak to Barking Overground Line.

Works comprised the new pumping arrangement, along with a linking length of foul sewer to a new rising main and drainage within the pump station to connect the incoming sewer to the inlet chamber and to a new emergency storage.

A solar-powered generator has boosted energy efficiency and reduced carbon emissions associated with the project.



Carbon statistics



25% less CO²

Through a 2 week programme reduction and £58k+ in materials saving



1500+ tonnes of CO² saved

Equivalent to the annual amount removed from the atmosphere by more than 72,600 trees



35,000 litres of fuel saved

Deploying the alternate cofferdam solution allowed flow diversion using gravity rather than pumps



Over 90% reduced emission

All plant used HVO (Hydrotreated Vegetable Oil), a more sustainable fuel option

Clifton Integrated Wetlands

The industry-leading Clifton Integrated Wetlands, delivered in partnership with Yorkshire Water, has delivered an 80% reduction in phosphorous levels during its first year in operations. The innovative site was the first nature-based wastewater treatment works in the UK and has provided a sustainable alternative to the traditional treatment process.



Aberdeen UTX

Barhale's tunnelling team has delivered a complex UTX for the new Torry Heat Network in Aberdeen, on behalf of Aberdeen City Council. The new, £10m heat network will provide almost 300 homes in the area with low cost, low carbon energy.

A single 1200mm ID concrete pipe was microtunnelled to facilitate the installation of heating pipes and communication ducts.

The launch shaft location allowed for an initial 30m of microtunnel before reaching the UTX starting point. The monitoring data from this section was the final point of acceptance for Network Rail prior to entering the zone of influence – under the railway. The 30m lead-up started at a shallower depth with a curve to reach the accepted UTX depth.

The 52m UTX was then microtunnelled, crossing under the East Coast Mainline between Edinburgh and Aberdeen.



New Wastewater Treatment Works

Working with wastewater specialist Suez in North East England, Barhale has delivered the civils elements of a new wastewater treatment works within a manufacturing plant. The treatment works are contained within the centre of an operational factory, presenting a challenging and complex environment.

Working collaboratively with Suez, the team completed groundworks and piling for the new treatment plant before constructing reinforced concrete bases (up to 30m diameter) and pipework in phase two. In total, more than 20 bases have been poured to accommodate the new facility which is broadly divided into two parts: a primary area which includes waste reception tanks, dissolved air flotation equipment, a dewatering plant, and gas utilisation equipment (combined heat and power); and a secondary area hosting the control room, wastewater treatment plant (bioreactor and moving bed), expanded granular sludge bed (digester), gas flare and scrubber.



Finsbury Park Station

Access for All (AFA) has been delivered at Finsbury Park Station on behalf of Network Rail. As a result of collaborative work with all stakeholders, Barhale has successfully installed new lift shafts and associated works in the station on this complex yet rewarding project. The legacy of inclusivity and accessibility is notable, with the project impacting millions of passengers each year.

The Finsbury Park Access for All scheme has also been shortlisted for the National Rail Awards 2023 Infrastructure Achievement Award.



GETTING ON THE FRONT FOOT

Positive Interventions Rising Building a Strong Health and Safety Culture

Health and Safety Positive Interventions across the business

39% increase

Since the start of Barhale's current financial year in June 2022

Company target reached in April 2023

250 Positive Interventions per 100,000 hours worked.

Creating an open reporting culture remains a strong and essential part of Barhale's Health and Safety DNA, where the focus is to maintain the Zero Accident Frequency Rate which was achieved again in March 2023. With an increase in new starts as workload increases, maintaining a positive safety culture is imperative across both directly employed and indirect personnel.

Deployment of Safety Shield

Safety Shield's human form recognition cameras and Digital Thumbs Up technology is being installed on all BCS Group plant, which will significantly reduce the risk of personnel approaching the plant on-site.

The human form recognition uses Artificial Intelligence to identify when a person has stepped into an unsafe area around a machine, providing an audible alert to the person in the zone and to the driver. The system has the capacity to report incidents by type and frequency. The data can then be used to help improve safety behaviours on site.

Digital Thumbs Up combines visual and audible signals to allow machine operators to advise others wishing to approach their machines when it is safe to do so. It follows the principles of the established Thumbs Up procedure used across construction but takes it to the next level using unambiguous LED and sonic indicators.



Be Safe Behavioural Safety Programme

We are proud to have launched our Be Safe Behavioural Safety Programme. Latitude, an industry recognised specialist, will support its delivery, including leadership/influencer training and personal safety training sessions for the frontline teams. An integral part of the Be Safe programme is behavioural safety observations undertaken by leaders, facilitating workforce engagement, recognising good performance, as well as discussing areas for improvement. The observations are concluded by agreeing to actions and recording the details via the Behavioural Safety Observation application.



Conflict Avoidance Pledge

Barhale has signed the Conflict Avoidance Pledge, demonstrating to our clients and suppliers that:

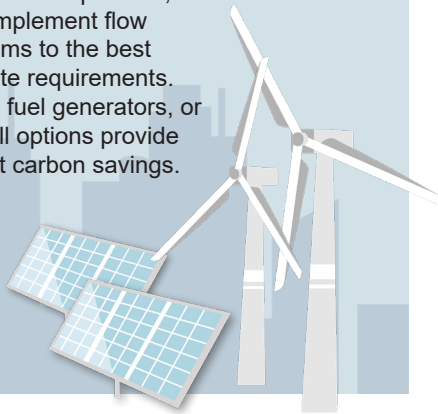
- 1 Barhale is a good business to work with.
- 2 Barhale is committed to maintaining business relationships and dealing with problems early and amicably – these are keystones of our day-to-day commercial operations.
- 3 The business is fully committed to delivering value for money and working collaboratively to ensure projects are delivered on time, on budget and on par.



Conflict Avoidance Pledge

Eco Site Set-up

Barhale's eco site set-up process has recently been rolled-out and mandated, outlining the most environmentally friendly options for site power. The electrical and procurement teams have put a huge amount of work into the research and development of this process, and the result is an easy-to-follow and an implement flow chart, directing the site teams to the best option depending on the site requirements. Whether it be solar or dual fuel generators, or connecting to the mains, all options provide the projects with significant carbon savings.



WildHearts Delivering Social Value through Procurement

With a responsibility and commitment to diversify the supply chain and to engage with Voluntary, Community and Social Enterprises, Barhale is working with WildHearts, a BCorp certified organisation delivering office supplies and quantifiable social impact for the business.

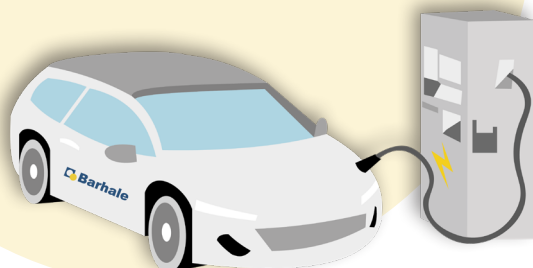
WildHearts donate 100% of their profits to social initiatives across the globe, from struggling female entrepreneurs in Malawi to young people struggling with social mobility in the UK. Their focus is on helping people develop to support themselves in the future.



80%

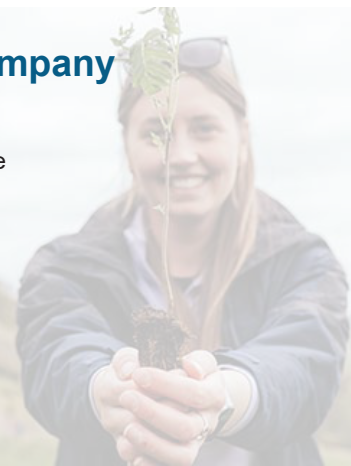
PHEV/EV Fleet

In Barhale's journey to net zero, the company fleet plays a significant role in reducing carbon emissions. With 80% of company vehicles now EV/PHEV, a fully hybrid and electric fleet is within reach, with each new vehicle a step towards our goal of low-carbon, sustainable transport for our people.



The Future Forest Company

For every new employee, a sapling is being planted – representing hope for the future of the new starter and hope for the wellbeing of the planet.



Supply Chain Sustainability School

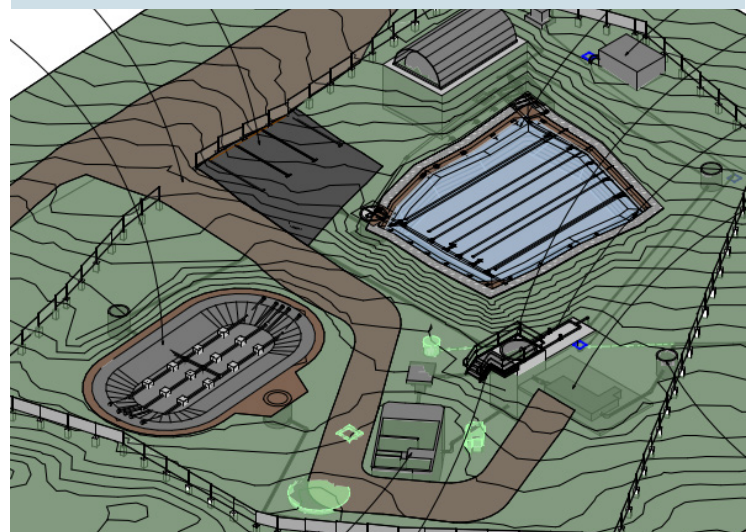


As a Gold member of the Supply Chain Sustainability School, Barhale is actively involved through networking and collaboration as well as contribution to impactful resources. The company's involvement also extends to encouraging and inspiring partners and the supply chain to engage with the school.



Yorkshire focus on driving efficiency

As part of Barhale's work in Yorkshire, the team is developing designs for further reed bed treatment.



This is one of a number of infrastructure enhancement schemes in the Yorkshire portfolio with a key focus on driving efficiency in design, reducing imported fill material, use of soil additives, and package solutions that will see a significant increase in work in the region later this year and through 2024.

Leeds Hospitals Charity Bear Hunt

Well done to Barhale's very own **Katy Vaughan (Office Manager, Yorkshire Region)** for volunteering to help set up the Leeds Hospitals Charity Bear Hunt, where each bear represents the story of a child helped by the hospital. It's fantastic to see employees dedicating their time to such worthwhile causes - something we're passionate about at Barhale. Our volunteering policy plays a key role in our Social Value and Sustainability Strategy, which sits at the heart of how we do business.

Thank you also to Travis Perkins, who organised a huge number of blocks to keep the bears in place for the duration of the hunt!



Mark Wood New Yorkshire Regional Director

Mark Wood joined Barhale in the first quarter of 2023 as Regional Director for Yorkshire, responsible for developing Barhale's portfolio of work in Yorkshire and the North East across rail, energy, water and the built environment. He also leads and supports the successful delivery of projects for Yorkshire Water.

Mark took up the role of Regional Director after four years as Programme Director at Keltbray. Previously, he held senior positions at TXM Plant and at Balfour Beatty, where he spent 22 years of his career.



Thames Water Raft Race



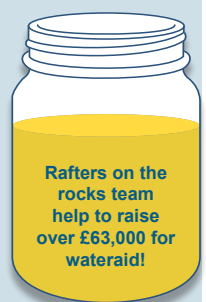
Well done to our Rafterers on the Rocks team, **Caitlin Mellors, Elsaid Smakaj, Jacques Deneys, Josh Stitt, Kat Betts and Nicola Mellors**, who took part in the annual Thames Water charity raft race at Reading Rowing Club on 20th July. The theme for this year was Raft Race Rocks – A Celebration of Music and our team donned their fancy dress and after half an hour of rowing managed to finish in the top ten out of 39 rafts!

Thank you to **Shane Gorman** for organising, and **Besmir Isaj, Delroy Masterton, Elsaid Smakaj and Saqib Abassi** for assisting Thames Water with the logistics for the day and for setting up the Barhale area and preparing the raft.

Also, a big thank you to everyone who went to support the team during their challenge, cheering on the raft and enjoying the day with our friends and colleagues: **Andreea Edu, Andy Flowerday, Florin Edu, Irina Ichim, Kelly Waters, Nick Piggott, Owen Mills, Phil Cull, Ryno Lopes, Samantha Barratt and Sean Curran**.

It was great to get some donations for WaterAid via our JustGiving page and the announcement on the day was that the event had already raised in excess of £63,000, with more donations expected to come, so we are very proud to have been part of this fundraising effort!

The Barhale team raised over £1800 and thank you to suppliers who sponsored us: Burdens & Fusion, Flannery Plant Hire, GAP Group and New Era Fuels. We also sponsored the Thames Water Wholesale Services team via **Tony Balaggan (Programme and Controls Manager, Thames Water)** and the Exec Challenge team via **Francis Paonessa (Capital Delivery Director, Thames Water)**.



Rafters on the rocks team help to raise over £63,000 for wateraid!

Next Generation

With a focus on introducing the next generation to construction and civil engineering, our southern region hosted another work experience week for Year 12 and 13 students.

The students were given an insight into all aspects of the business, from HSEQ to Engineering and Design, Customer and more, learning about some of the critical infrastructure and projects that go into keeping the water industry flowing!



CECA Southern Annual Lunch and Awards

We attended the CECA Southern Annual Lunch and Awards on Friday 30th June. It was a fantastic event, hosted by our very own **Samantha Barratt (Business Development & Communications Director)** and featured an incredibly inspirational speech from professional adventurer, author and keynote speaker, **Tori James**, about how to focus the mind to achieve the almost unachievable.

We were delighted to see **Andy Flowerday (Executive Director)** win the Outstanding Contribution/Lifetime Achievement Award. We are sure that everyone who has had the pleasure of working with Andy will agree that this award is totally well-deserved as he has always been so dedicated to this industry and making Barhale a better place to be, whether that be more inclusive, more collaborative, safer, smarter, technically better and right first time.

Congratulations also to **Andreea Edu (Assistant Quantity Surveyor)** for taking home the highly commended award in the Most Promising Trainee Quantity Surveyor category. Faced with the challenge of completing a full-time degree at the same time as a full-time, new job she has thrived during the past year and a half since joining the company and it was great to see this recognised.



Celebrating a milestone anniversary

Congratulations to **Danny Reilly (Hire Manager)**, who is celebrating 30 years with Barhale & BCS Group.



RECENT SUCCESSES

RoSPA Gold

Barhale has won a RoSPA (Royal Society for the Prevention of Accidents) President's (13 consecutive Golds) Health and Safety Award, demonstrating our commitment to health and safety excellence and dedication to ensuring our staff get home safely at the end of every working day.

The RoSPA Health and Safety Awards is the largest occupational health and safety awards programme in the UK. Now into its 67th year, the awards have almost 2,000 entries every year, covering nearly 50 countries and a reach of over seven million employees. The programme recognises organisations commitment to continuous improvement in the prevention of accidents and ill health at work, looking at entrants' overarching health and safety management systems, including practices such as leadership and workforce involvement.



Barhale's Graduate and Apprentice Programmes



Graduates and apprentices are hugely important to both the wider industry and Barhale, helping to address the current skills gap and supporting the future of Barhale.

Barhale's graduate and apprentice programmes play a vital role in our talent pipeline. These programmes enable Barhale to recruit from diverse backgrounds, engaging those who are early on in their career journey, providing training, coaching and development to bring them into key roles to help secure the future of the growing business.

Providing long term investment in the individual is key, with Barhale committing to enhance knowledge and skills and grow the internal talent pool.

Graduates and Apprentices also bring new perspectives, new ideas and add skills to the business. They are vital to Barhale's future, as the business strives to implement new and innovative solutions for our clients across sectors.

Black Country Impact Awards

The HR team has been representing Barhale at career fairs and workshops, apprenticeship programmes, work placements and work experience days for a number of years and are well known within the community. BCS Group are also supportive of the Impact Programme and has joined on many occasions and committed to providing a number of opportunities.

Sue Turner (Group Head of HR, Head Office) adds *'It was great to hear some stories from people who have benefitted from the programme which has changed their lives for the better. We left the evening feeling proud of our community engagement efforts, for being part of creating life changing opportunities for people and for representing a company with a great reputation.'*

Congratulations to all of the team involved!



Thames Water rolls over into AMP8



Great news, Thames Water will extend the FA1488 (Lot 1 & 2) & FA1495 (Lot 5) Frameworks until the end of AMP8 (March 2030).

This is a fantastic achievement for the southern region and everyone within Barhale who has supported and delivered works in AMP7. Everyone should be very proud of what has been achieved, performing excellently and collaborating with our client to always succeed.

The pipeline of works in AMP8 is expected to increase and therefore guarantee regional turnover that will enable us, as Barhale to plan and invest for the future.

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