



# ONE PLANET ACTION PLAN

**OCTOBER 2024**



@JSMGroup



[www.jsmgroup.com](http://www.jsmgroup.com)

# FOREWORD



**Stuart Wiltshire**  
CEO

It has been widely reported that there is a strong link between sustainability and business success. From a financial perspective, savings made in energy and fuel will impact on the bottom line, particularly with rising costs. Clients are increasingly demanding information on how we are managing sustainable development. Our ability to take bold action to balance the needs of the environment and society against the desire to grow economically, is critical. In the changing environmental and economic climate, our capacity to endure, be agile and be resilient will be fundamental to our long-term growth and our ability to future proof our business.

At JSM, it remains our ambition to deliver projects that enhance the way we live, through innovative engineering solutions across the civil engineering and construction sectors including, power, communications and gas solutions but only if delivered sustainably, responsibly and with a desire to unlock the long-term social value embedded within these projects.

Sustainability as a strategic model has grown beyond recognition, developing to recognise how business can be undertaken responsibly and still be profitable. Evolving from a focus on the environment – carbon footprint, waste reduction and pollution prevention, to a broader base throughout the business and society, tied into profitability. No longer just a measure of goodwill, now a measure of good business.

Increasingly, organisations are taking account of the wider economic, social and environmental effects of their actions.

Social Value serves as an umbrella term for these broader effects. Organisations which make a conscious effort to ensure that these effects are positive can add social value by contributing to the long-term wellbeing and resilience of individuals, communities and society in general.

For businesses with sustainability strategies, social value reporting is the obvious next step, as it will allow JSM to track measurable actions and report them in a way that our clients and other stakeholders can relate to.

JSM have chosen the [Bioregional One Planet Living Principles](#) to develop the One Planet Action Plan as it provides a straightforward framework.

The 10 principles work in line with the United Nations Sustainable Development Goals (SDGs).

# HIGHLIGHTS

### JSM Values in Action: Donating materials to Laurence Haines primary school

**Project facts:**

- JSM's One Planet Action Plan - setting Social Value towards our Community.
- Laurence Haines Primary School in Bedfordshire.
- JSM donated two large quantities of glass, glass panels and traffic cones for use in a school play area.

As part of our commitment to supporting our local community, JSM has donated a set of road signs, construction cones, glass panels and traffic cones to a local primary school for use in a school play area.

JSM was approached by Laurence Haines primary school in Bedfordshire to request for donations to help them arrange a construction play area for their pupils.

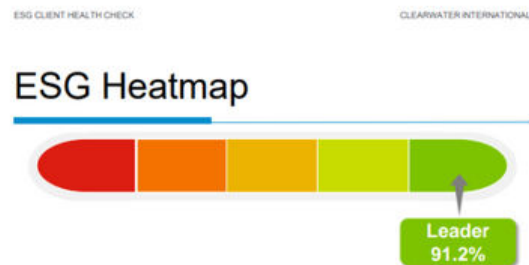
John, Head Teacher at Laurence Haines and Dave Brown, Environmental Manager, worked together to ensure a set of the signs and cones from our operational sites in Bedfordshire then arranged for a number of the signs to be donated to the school.

This activity forms part of our One Planet Action Plan, which aligns business activity to our corporate social responsibility targets. There is a link between the company's commitment to the environment and the school and to learn for arranging the donations.

After the school requested us, John and I visited and we saw some of the signs and cones of the Road Signs in use in the school. We saw the signs that were used for the school and we saw the signs that were used for the school.

John Brown, Environmental Manager

For further information please contact: JSM's One Planet Action Plan - setting Social Value towards our Community.



### NURON DSH 600-22R (Battery Disc Saw)

### Wacker AS50e Battery Powered Trench Rammer

### Good Practice Case Study

#### One Planet Action Plan – Barking Food Bank Volunteering Work

**JSM's Social Value was increased through corporate volunteering at Barking Food Bank on Selina's Lane, Dagenham.**

**The challenge:** Barking Food Bank is a great local food bank and a great place to volunteer. However, the bank is facing a challenge in terms of the number of volunteers who are able to help out. This is due to the fact that the bank is located in a busy area and it is difficult for people to get to the bank. This is a challenge that we are trying to address.

**The solution:** We have been able to help the bank by providing them with a number of volunteers who are able to help out. This has helped the bank to increase the number of volunteers who are able to help out and it has helped the bank to increase the number of volunteers who are able to help out.

**Support given:** We have been able to help the bank by providing them with a number of volunteers who are able to help out. This has helped the bank to increase the number of volunteers who are able to help out and it has helped the bank to increase the number of volunteers who are able to help out.

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**For further information please contact:** JSM's One Planet Action Plan - setting Social Value towards our Community.

### Good Practice Case Study

#### Freezing oil tanks for improved waste segregation - Bedfordshire to Rowdenn Cable Decommissioning

**Waste segregation and increased recycling quantities were gained by freezing oil tanks to separate metal, concrete, brick and bitumen compound filler materials on behalf of National Grid.**

**The challenge:** The challenge was to separate the waste materials into different categories for recycling. This was a challenge because the waste materials were mixed together and it was difficult to separate them. This was a challenge that we are trying to address.

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### Good Practice Case Study

#### Biodiversity Opportunities, donation of Bird nesting and Bat roosting boxes

**Biodiversity Opportunities were sought through donation of Bird nesting and Bat roosting boxes for use on local wildlife sites.**

**The challenge:** The challenge was to find a way to increase the number of bird nesting and bat roosting boxes. This was a challenge because the boxes were expensive and it was difficult to find a way to increase the number of boxes. This was a challenge that we are trying to address.

**The solution:** We have been able to help the company by providing them with a number of volunteers who are able to help out. This has helped the company to increase the number of volunteers who are able to help out and it has helped the company to increase the number of volunteers who are able to help out.

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### Good Practice Case Study

#### One Planet Action Plan – Ridgeway Academy, Environmental Careers Presentation

**JSM's Social Value was increased through an Environmental Careers Presentation, at Ridgeway Academy, Winkley Garden City, Herts.**

**The challenge:** The challenge was to find a way to increase the number of environmental careers presentations. This was a challenge because the presentations were expensive and it was difficult to find a way to increase the number of presentations. This was a challenge that we are trying to address.

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### Good Practice Case Study

#### Environmental mitigation measures applied on Cory Riverside Energy Park diversions works

**Ecological mitigation measures were applied on Cory Riverside Energy Park diversions works.**

**The challenge:** The challenge was to find a way to increase the number of ecological mitigation measures. This was a challenge because the measures were expensive and it was difficult to find a way to increase the number of measures. This was a challenge that we are trying to address.

**The solution:** We have been able to help the company by providing them with a number of volunteers who are able to help out. This has helped the company to increase the number of volunteers who are able to help out and it has helped the company to increase the number of volunteers who are able to help out.

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### Good Practice Case Study

#### One Planet Action Plan – Little Havens Hospice Volunteering Work

**JSM's Social Value was increased through corporate volunteering at Little Havens Children's Hospice in Rayleigh, Essex.**

**The challenge:** The challenge was to find a way to increase the number of corporate volunteering opportunities. This was a challenge because the opportunities were expensive and it was difficult to find a way to increase the number of opportunities. This was a challenge that we are trying to address.

**The solution:** We have been able to help the company by providing them with a number of volunteers who are able to help out. This has helped the company to increase the number of volunteers who are able to help out and it has helped the company to increase the number of volunteers who are able to help out.

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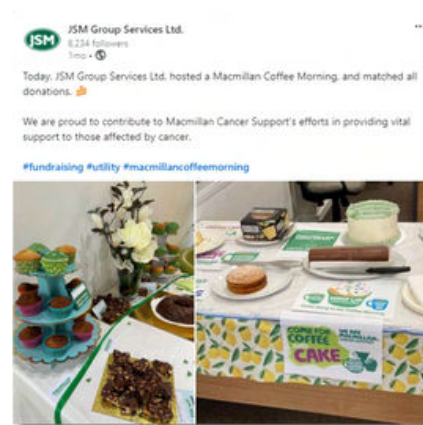
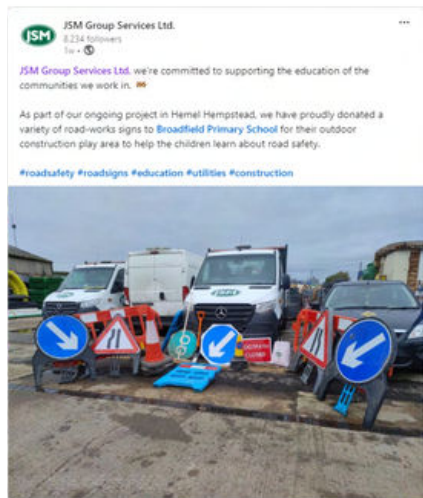


# HIGHLIGHTS

65 hours  
VOLUNTEERING

98%  
LGV FLEET EURO 6  
COMPLIANT

100%  
HGV FLEET EURO 6  
COMPLIANT



**It's Men's Health week**

We're shining a light on Mental Health and encouraging you all to 'ask your mate twice'!

As the Health and Safety Director, I am honoured to address **Men's Health Week** and focus on mental health. This observation provides a virtual opportunity to emphasise the importance of mental health and well-being for men, breaking down stigmas and encouraging open conversations.

Throughout the week, you'll hear from a number of our Mental Health First aiders who will be sharing their insights, signposting to further information and sharing their own experiences.

The key message is to **'ask your mate twice if they are OK'**, often people can say they're fine when they're actually struggling! Asking twice can be all it takes to get someone to open-up and seek for help to take a step towards better mental health.

"Good mental health to me, means maintain a state of well-being where individuals can cope with normal stresses of life, work productively and contribute to their community. It's about having a balanced approach to life's challenges, feeling empowered to seek help when needed, and fostering resilience. Good mental health isn't just the absence of mental illness but also the presence of positive characteristics such as emotional stability, self-awareness, and the ability to build healthy relationships."

If you are concerned about a friend or colleague:

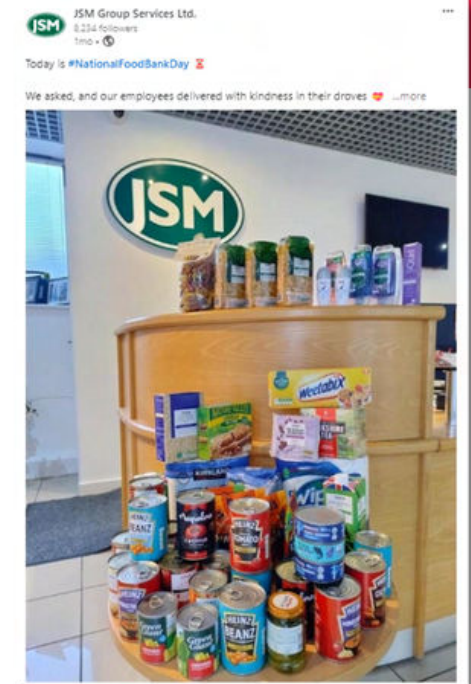
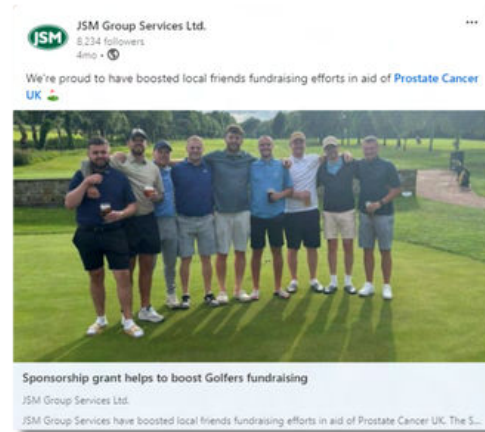
- **Reach out:** Start a conversation in a private and comfortable setting. Express your concerns with empathy and without judgement.
- **Listen actively:** Give them your full attention, validate their feelings, and avoid offering unsolicited advice.
- **Encourage seeking help:** Suggest professional resources and offer to help them make appointments if needed.
- **Follow up:** Check in regularly to show your continued support and concern.

We have a strong **mental health first aid network at JSM**, please reach out today if you'd like to start a conversation.

Best regards,  
Mick Barnett  
Group H&S Director



# HIGHLIGHTS





# HIGHLIGHTS



## Supporting you and your health

JSM are proud advocates of good health and in line with [Mind's Mental Health Awareness Week 2024](#) would like to take this opportunity to remind you what support resources are at your fingertips!



Find out more about [Mental Health Awareness Week](#) [here](#)

## Mental Health First Aiders

At JSM we are proud to have employees who are trained Mental Health First Aiders, who are available to listen and signpost you to seek further support!

[Puttles Bar Mental Health First Aiders](#)

[River Road Mental Health First Aiders](#)

[Creek Road Mental Health First Aiders](#)

[Operational Mental Health First Aiders](#)

If you are interested in becoming a Mental Health First Aider, please contact either [Gemma Parsons](#) and/or [Jovana Dhillon](#)

## Employee Assistance Programme

Mediasoft's health & mental wellbeing support service Employee Assistance



Sent to all Employees

## JSM awards first Community Grant to Jason Baker & My Mito Mission!

All employees are invited to apply for funding towards charity or volunteering activities. We are immensely proud to have awarded our first Community Grant to Jason Baker of our Barking office, for a cause very close to his heart.

We can't thank JSM enough for their kind donation to our 'Family Fun Day' & Football event in memory of our boys Ronni (aged 10) and Freddie (aged 5 days), both lost to Mitochondrial Disease. Had they still been here with us, they would have loved what we put together.

The event, which took place on Sep 23rd, was to raise money for a charity called My Mito Mission which funds research into various mitochondrial diseases. We hope that one day a cure will be found so no family has to go through what we have. We are so proud to say that we had 400+ attendees and in the 11 weeks since we lost Ronni, we have raised over £11,000 and we can't wait to continue to raise as much as possible.

JSM's kind donation funded the football kits, arm bands, raffle prizes, promotional flyers, mascots and even the footballs used on the day. The remainder is being donated to the charity directly. Please find the link below to the Just Giving Page if you'd like to donate. Please dig deep - it means the world to us."



7%  
DECREASE IN FUEL  
CONSUMPTION

99%  
DIVERSION OF  
WASTE TO LANDFILL



## HEALTH AND HAPPINESS

### CURRENT STATUS

Mental Health First Aiders trained throughout business departments

### NEXT STEPS

Increased promotion of scheme. Recruit further Mental Health First Aiders

### NOMINATED STAFF MEMBER

Mental Health Working Group / HR

### BENEFITS

Improved staff retention. Longevity of staff members, reduced cost of recruitment / training. Development of in-house skills

### PROGRESS UPDATE

Additional training offered to all to give opportunity for further MHFA. Refresher training has been completed. MHFA working group set up & campaigns to increase awareness in progress. Latest numbers show 31 Mental Health First Aiders (2-day training) and 4 Mental Health Supporters (1 day training). Metacompliance Training on Mental Health Awareness broadcast to all staff on 15th June 2023. Participants confirmed on 25th January 2024 - 250 staff members have completed to date

Safety KPIs & man hours without RIDDOR

N/A

Mick Barrett

Improved safety KPIs, workforce awareness

Continuation of tracking safety KPIs and improving behavioural safety. Appcan system allowing improved reporting & SHEQ review of near misses / incident investigation. SHEQ reviews on near misses undertaken daily and SHEQ weekend presence in place

% of mental health first aid trained staff & keep training up to date

N/A

Mental Health Working Group / HR

Workforce effectiveness and stress reduced leading to reduced sick days

Total number of MHFAs is 26 of 329 employees (current figure) = 7.9 % of direct JSM staff.

Employee engagement reps

Promotion of scheme

Angela Phillips

Employer of choice

August 2023: Signed up to Armed Forces Covenant supporting employment opportunities for ex-armed forces member

Annual Roadshow

Get more diversity of people within the company to attend the behavioural workshop

Mick Barrett

SHEQ and HR awareness increased

SHEQ stand down day planned for 3rd January 2025





## HEALTH AND HAPPINESS

### CURRENT STATUS

### NEXT STEPS

Improve staff retention. Increase socials. Chilli plant / sunflower growing competition in depot & office. Increase volunteering opportunities. Creekmouth Open Space - 5 mins walk from River Road, Sue Richardson's idea, Rubbish removal volunteering project. Programme of corporate social responsibility / volunteering opportunities; two per year Havens Hospices - gardening / maintenance work. March / April each year. Ongoing foodbank collections (Potters Bar & River Road). London Community Foundation. Volunteer with them August / Sept each year. <https://londoncf.org.uk/partner-with-us/corporate-giving>

### NOMINATED STAFF MEMBER

Claire Parsons

### BENEFITS

Workforce effectiveness and empowerment

### PROGRESS UPDATE

Creekmouth Open Space Volunteering to be arranged when litter levels are high. Litter pick undertaken at Potters Bar George VI recreational ground undertaken in June 2021. Little Havens Childrens Hospice gardening maintenance volunteering undertaken on 28th July 2021. Fair Havens Hospice gardening maintenance undertaken on 30th March 2022. Ridgeway Academy, environmental careers presentation - 20th May 2022. Office planting once chilli season / sunflowers. Programme of corporate social responsibility / volunteering opportunities; two per year Havens Hospices - gardening / maintenance work. March / April each year. Barking Food Bank volunteering - October each year. Latest volunteering session March 2023 - Little Havens Hospice - 7 people \* 6 hours = 42 hours. Ongoing foodbank collections (Potters Bar & River Road). £10k raised by JSM for Ukraine Appeal - JSM Board matched employee contributions - March 2022. September 2023 - MacMillan Coffee Morning, employees donated and board matched December 2023 - Employees donated £240 in Christmas presents to disadvantaged children at Family Action, Letchworth, Herts. Employees donated towards Christmas dinners for homeless people in London.

6 members of JSM Group volunteered at Little Havens Hospice on the 16th April 2024 where they cleared up walking paths, arranged and cleaned the waste skips, scrubbed moss from the footpaths to ensure safe walking paths for the children and staff at the hospice. 30 volunteering hours completed.

5 members of JSM group volunteered at Barking Food Bank on 18th October 2024. The team challenge was focused around sorting through inventory. To sort through food donations by date and product. To help organise and tidy the food bank. 35 volunteering hours completed.

Total volunteering hours = 65 volunteering hours for 2024.







## HEALTH AND HAPPINESS

### CURRENT STATUS

Competency and  
Resource Planning

### NEXT STEPS

Morale improvements (increase in staff  
numbers, where shortfall)

### NOMINATED STAFF MEMBER

HR

### BENEFITS

Continuing wellbeing  
improvement, via DAVE  
(Discounts and Various  
Extras) Company reward  
platform, inclusion calendar  
(sent monthly), mental health  
support communications,  
MHFA Guidelines and  
questionnaires

### PROGRESS UPDATE

HR supported through MHFA & Employee Reps. Raising awareness of  
emotional and well-being support available via DAVE and the 24/7  
confidential helpline via the promotion of corresponding national  
campaigns e.g. World Mental Health Day, World Menopause Awareness  
Day, Movember and 16 Days of Domestic Abuse

During Men's Health week, Mick Barrett (Group SHEQ Director), Claire  
Parsons, (Environmental Manager) and Oliver Wales (Assistant Project  
Manager) shared their insights, tips for signposting and the importance of  
mental health. They are all Mental Health First Aiders at JSM Group and  
share the belief of the importance of good mental health and being open  
to receive support when needed. They also highlight what to do if a  
colleague is behaving in a different way to usual might be a sign that they  
are struggling. This is posted alongside with the 'ask a mate twice'  
campaign launched by the BBC. In addition, Oliver shares his experience  
and struggles with having ADHD and highlights important signs which  
may indicate if a colleague is struggling

Appraisals / Exit  
interviews

Appraisal system to be used more productively  
and interviews are more meaningful

HR

Training requirements  
identified, Informed staff,  
praising good work, boosting  
morale. Employer of choice

Use of more regular appraisals, Determine training requirements.  
Appraisals are carried out annually. Probation reviews, take place  
according to the timeframes as stated on individual contracts. Exit  
interviews are also carried out where possible. Site staff may not be having  
exit interviews currently





## HEALTH AND HAPPINESS

### CURRENT STATUS

Company Newsletter

### NEXT STEPS

N/A

Occupational Health  
Policy, Assistance  
and Annual Medicals

Set target at 100% (Mandatory medical)

### NOMINATED STAFF MEMBER

Business Comms

HR

### BENEFITS

Training requirements identified, Informed staff, praising good work, boosting morale. Employer of choice

Staff health assessed. Capture health issues / DSE issues asap

### PROGRESS UPDATE

Case studies of projects to be included in newsletter. Day in the life of page. Rising Stars of JSM Career Pathways piece. Results of Christmas Competitions in which staff participated and won prizes: Best Decorated Department, Best Christmas Jumper and Staff Christmas Quiz. Results of Pumpkin Carving Contest at Halloween

Last medicals were undertaken in June 2024. September 2023 Participated in Know your numbers Week placing blood pressure monitors in office communal areas, encouraging staff to take readings. October 2023: Promoting Flu Vaccine Vouchers initiative where staff were eligible for free vaccinations at participating chemists





## EQUITY AND LOCAL ECONOMY

CURRENT STATUS	NEXT STEPS	NOMINATED STAFF MEMBER	BENEFITS	PROGRESS UPDATE
Staff recruited from local community, where possible. Procurement database & approved suppliers list. Ethical procurement policy	N/A	N/A	Enhanced brand image and reputation	All in place
Use of local shops and cafes	N/A	Receptionist / SHEQ (new starters)	Support local business	All in place
Bringing employment opportunities to local subcontractors (by project) e.g. local ecology teams to project sites commissioned	Improve upon the Supplier Assessment and Preferred Suppliers Process	All staff during recruitment process / Russell Lawrence / SHEQ	Increased efficiency of internal systems	Director and Head of Procurement in place. Supplier Management system developed working well between Procurement team & SHEQ
Anti-discrimination and Grievance Policies, Anti-Slavery & Human Trafficking policy, Anti-Bribery & Corruption	N/A	Mick Barrett	Compliance	All in place & annually reviewed. Promoted our commitment to Anti-Slavery and Human Trafficking via corresponding national awareness campaigns







## EQUITY AND LOCAL ECONOMY

### CURRENT STATUS

SHEQ assessment of  
Sub-Contractors

### NEXT STEPS

N/A

Safety, Quality,  
Environmental and  
Training & Induction,  
Corporate and Social  
Responsibility and  
SHEQ Policies

### NOMINATED STAFF MEMBER

SHEQ

Training team / SHEQ

### BENEFITS

Effective employees and  
subcontractors

Improved safety systems and  
performance

### PROGRESS UPDATE

In place & annually reviewed. Subcontractor audits undertaken

In place and training figures tracked for re-inductions. SHEQ Green Card initiative promotional push, announcement of Bi-Annual Safety Champions in December





## CULTURE AND COMMUNITY

### CURRENT STATUS

Multi-cultural / gender  
fair employee

### NEXT STEPS

ISO31414 HR being undertaken, will include EDI targets. Joined-up Sustainability Policy and Strategy. Charitable awards based upon sustainable KPIs

### NOMINATED STAFF MEMBER

SHEQ, HR

### BENEFITS

Diverse workforce  
representative of community

Employee Engagement

Succession Planning

Possible tax advantages

### PROGRESS UPDATE

Inclusion calendar sent to all monthly. Essex and Herts Air Ambulance and Great Ormond Street Hospital are nominated charities that JSM will support for the year ahead as voted for by the staff. HR to outline fundraising opportunities to support these causes. We currently employ 26% women and have a strong female presence on both the Board/Senior Leadership Team and the Senior Management Team. Our business is committed to a target that exceeds 30% by 2026

Our recruitment strategy includes advertising job roles with organisations, such as Working Mums.co.uk, Returntoworkmums.co.uk

Family friendly and equal opportunity policies support women through the various stages of their lives, these include flexible working, job-shares and we have recently done a lot of work on Menopause awareness and support. With the exception of our Apprentices, all employees are paid above the London Living wage. The board of Directors (particularly the Operations Director, Chief Financial Officer, SHEQ Director & HR Director) are all involved in the ESG process and establishment and progress of annual ESG targets

In 2023, JSM Group Services Limited proudly joined the Armed Forces Covenant which is representative of our commitment to be an employer of choice for everyone. JSM have invited employees to join the 'Ex-Armed Forces employee group'. A space for employees to meet with like-minded individuals who have a similar background and may be facing similar challenges in adapting to work post service. The aspiration is that this community will promote a sense of belonging, reduce feelings of isolation, and provide emotional support



## CULTURE AND COMMUNITY

### CURRENT STATUS

Volunteering  
undertaken

### NEXT STEPS

Increase volunteering opportunities. Number of hours spent volunteering in the local community

### NOMINATED STAFF MEMBER

Mick Barrett. SHEQ to find opportunities / volunteering open to all staff who want to get involved

### BENEFITS

Enhanced positive profile for JSM. Positive publicity

### PROGRESS UPDATE

Number of hours spent volunteering in the local community; 2024 30 hours current total for year. Little Havens Hospice, 16th April 2024 - 5 team members, 6 hours each (30 total). 2023 66 total for year. Barking Food Bank, 31st October 2023 - 4 team members, 6 hours each (24 total). Little Havens Hospice, 5th May 2023 - 7 team members 6 hours each (42 total). Litter Pick in Potters Bar - 5 hours (5 staff members) June 2021. Little Havens Childrens Hospice, Benfleet, Essex 18 hours total (3 staff members) 28th July 2021. Havens Hospice, Essex 15 hours total (3 staff members). Ridgeway Academy, Welwyn Garden City, 2 hours (1 staff member). Programme of corporate social responsibility / volunteering opportunities; two per year Havens Hospices - gardening / maintenance work. March / April each year. Ongoing foodbank collections (Potters Bar & River Road). Barking food bank volunteering - 26th October 2022- 15 hours total (4 staff members). One per year Barking Food Bank. September / October each year. Look into Canal & Rivers Trust volunteering opportunity.

Christmas gifts donated to the Family Action Toy Appeal in December 2023.

Community Grants for employees allow for requests to fund match sponsorships for charitable events that staff are undertaking. JSM Group's Community Grants is an initiative that invites employees to apply for funding that supports both communities and employees in line with JSM Group's vision of being an employer of choice and to be the most trusted utility infrastructure services provider. The Community Grants issued in 2023 included support of Jason Baker's fundraising football match for Mito Mission, in honour of his nephew, and Jack Rozarty's hair donation to Little Princess Trust. Both of these grants fell under the 'Family and Friends' Initiative where the board donated £250 towards fundraising and at their discretion, match employee contributions towards each cause.





## CULTURE AND COMMUNITY

### CURRENT STATUS

Volunteering  
undertaken

### NEXT STEPS

Increase volunteering opportunities. Number of hours spent volunteering in the local community.

### NOMINATED STAFF MEMBER

Mick Barrett. SHEQ to find opportunities / volunteering open to all staff who want to get involved.

### BENEFITS

Enhanced positive profile for JSM. Positive publicity.

### PROGRESS UPDATE

In February 2024, for International Book Giving day JSM staff donated 9 boxes of books to the local library in Potters Bar and Barking. In the same month, we gifted construction and road signs, cones and gate guards to the Laurence Haines Primary School in Watford, after they requested some for use in their outside construction area. In April 2024, we had a further request and donated cones, road signs and gate guards from Beechfield Primary School in Watford for a construction play area. Kenton Lane Allotments in Harrow Weald contacted JSM to request 100T of Type 1 primary to use to construct allotment roads for easier access for the allotment owners. JSM donated this type 1 material to the allotment on 10th April 2024.

The Community Action Trust Charity hosted a golf tournament at Stockwood Park, Luton on 13th July 2024. A total 40 golfers of all skill levels participated to raise approximately £2,300 for Community Action Trust. The funds play a crucial role in supporting the Trust's initiatives, which focus on enhancing the lives of individuals and communities through various projects and programs.

On 25th- 26th May JSM Group Services Ltd. were proud to support Marlow's annual summer football tournament which was cheered on by over 3,000 spectators. The event was to fundraise for building a new 4G pitch for the local community. In total, 110 teams took part across both boys and girls teams from under 7s to under 13s, entering from Buckinghamshire, Hertfordshire, Essex and Berkshire.

Ross Lamkin (Comms Supervisor for JSM) and his 8 friends utilised the 'Snap Sponsorship' initiative to boost their fundraising efforts for Prostate Cancer UK as part of The Big Golf Race 2024. So far over £2,500 has been raised for Prostate Cancer UK with more to be added in the coming days. They covered over 24 miles, taking approx. 44k steps each.



## CULTURE AND COMMUNITY

### CURRENT STATUS

### NEXT STEPS

Undertaking school and further education visits - primary school awareness / colleges / universities

### NOMINATED STAFF MEMBER

Mick Barrett

### BENEFITS

Enhanced positive profile for JSM. Positive publicity.

### PROGRESS UPDATE

Claire Parsons attended Ridgeway Academy, secondary school in Welwyn Garden City on 20th May 2022 & presented to the sixth form students on Environmental careers and degree options. Case study written, added to JSM linked in & Sharepoint

JSM were approached by Laurance Haines primary school in Watford with a request for donations to help them develop a construction play area for their pupils. As part of our commitment to supporting our local community, JSM donated a set of road signs, construction signs, gate guards and traffic cones to a nearby primary school for use in an outdoor play area

### Criminal Offenders Scheme

Work out how to quantify the added value to society of our commitments. Adopted a range of metrics from the National Themes, Outcomes and Measures (TOMS) Framework to present a defensible and transparent way of capturing tangible social value. Each metric carries a proxy value representing the 'financial benefit' to society. Align our measures to the TOMS framework. Add Social Value KPI

Environment Team (SHEQ) / HR

Offering opportunities for a new start for criminal offenders. Increasing diversity of workforce. Increasing Corporate Social Responsibility

### Considerate Contractor and Constructors Awards

N/A

N/A

Enhanced positive profile for JSM. Positive publicity

In place

### Customer Perception Surveys / Continual work from longstanding clients

Increase surveys. Take measure of longevity of client relationships (MB). Colt, EU, Zayo - 25 years+. New Power Clients, Cloud HQ, Google

Dave Cheale

Gain feedback that can be monitored and actioned where required



## LAND AND NATURE

### CURRENT STATUS

Biodiversity Improvement Opportunities. Addition of bird and bat boxes on power projects

Environmental Assessments

Ecological surveys

### NEXT STEPS

Develop biodiversity net gain calculation tool to compare baseline & net gain of projects. Looks for volunteering opportunities supporting community initiatives that enhance the natural environment

Ask for biodiversity opportunities to be included with each ecological quote & discuss with project team, to include for suitable, larger power projects

Help a hive initiative. Swarm package - £300 fee, option to take on a hive (that the nucleus will create in 2021) in JSM colours - £1100. Or worker package £250

Ensure Ecological survey is undertaken for all JSM sites requiring one

### NOMINATED STAFF MEMBER

Claire Parsons

Claire Parsons

Claire Parsons

Claire Parsons

### BENEFITS

Biodiversity decline can be reduced. Can be added to Performance Report. Client view of JSM improved. Increased public awareness of JSM as environmentally conscious

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### PROGRESS UPDATE

Biodiversity improvements included in carbon tracker. Bird & bat boxes delivered, wildflower planting, depots in bloom, project opportunities for use include Maxwells Farm, Beddington to Rowdown

Ecological quotes including biodiversity opportunities, as requested

Not undertaking at this time

Covered through Environmental Assessment process. Environmental Assessments undertaken to determine designated sites within 2km of route. Ecological surveys conducted as required. Bespoke permit in place with Environmental Agency as required. Vegetation clearance avoided or minimised wherever possible, with avoidance of bird nesting season (March to September) wherever possible. Works to NJUG, working in proximity to trees to protect tree roots (hand dig where required)







## SUSTAINABLE WATER

### CURRENT STATUS

Use of licenced water standpipes with meter readings reported annually

### NEXT STEPS

Rain water harvesting at River Road depot

Annual Performance Report tracking water usage of head office, depot and larger power projects

N/A

### NOMINATED STAFF MEMBER

Claire Parsons

### BENEFITS

Self-sufficient water supply

### PROGRESS UPDATE

Investigate Rainwater harvesting opportunities at River Road depot and use of water collected to be transferred in water containers to BAU comms jobs (reduce dependency on mains water and reduce utility bill costs). Included in 2024 Environmental Objectives. Water collected to be transferred in water containers to BAU comms jobs for footpath wash down and dust suppression (reduce dependency on mains water and reduce utility bill costs). Discussed with Operations Director, SHEQ Director and Depot Manager and plan in place to achieve this target by end of 2024

Water usage (including larger projects) included in carbon tracker





## LOCAL AND SUSTAINABLE FOOD

### CURRENT STATUS

Food bank collections

### NEXT STEPS

Increase food bank donations (constant)

### NOMINATED STAFF MEMBER

Sue Richardson (River Road). Receptionist (Potters Bar)

### BENEFITS

Helps feed local people in poverty

### PROGRESS UPDATE

Catered food for lunches sourced locally

N/A

Sue Richardson (River Road). Receptionist (Potters Bar)

Carbon reduction and boost to local economy

Already in place





## TRAVEL AND TRANSPORT

### CURRENT STATUS

Fuel usage and commuting tracked via Performance Report (annually)

Teletrac man system (can track fuel & engine idling)

Euro 6 fleet

Fuel, Emissions & Air Quality Policy

FORS application

### NEXT STEPS

N/A

Increased reporting of main engine idlers / inefficient drivers. Put them on City Lo Training

Continue to include entire fleet to Euro 6

N/A

N/A

### NOMINATED STAFF MEMBER

Transport Team / Claire Parsons (SHEQ)

Thomas Reeve

Richard Abbas - new vehicles, all cars are hybrid

N/A

Richard Abbas

### BENEFITS

Carbon reduction, staff fitness & wellbeing improvements. Builds team relationships

Improved fuel efficiency & compliance

FORS requirement, lower fuel costs

Can apply for FORS. Increased awareness of teams

Increased suitability for tenders

### PROGRESS UPDATE

Already in place

Already in place

100% of our HGV's and 98% of our LCV fleet are euro 6 compliant and will not incur any ULEZ charges. Collated Carbon Footprint data and promoted road safety awareness via a communication campaign for Road Safety Week

In place

Renewing FORS membership, October 2024







## MATERIALS AND PRODUCTS

### CURRENT STATUS

NICE and NITE; JSM's no dig buried cable removal system has been developed and successfully trialled on NG EHV cables. This innovative method eliminates the need to open cut the ground and eliminates the obvious disruptions, noise, pollution, muck away and backfill road trips, etc. The innovation has won two Green Apple Environmental Awards (for Sustainable Development and Environmental Improvement, Nov 2017) been was shortlisted for an Institute of Environmental Management and Assessment (IEMA) Sustainability Award in the Products, Services & Innovations category (July 2020)

### NEXT STEPS

Continued promotion of NICE and NITE.  
Development of further innovations

### NOMINATED STAFF MEMBER

John Fitzgerald, Claire  
Parsons

### BENEFITS

Promotion of JSM as innovative company, reduced materials, transport, fuel costs. Winning tenders likely to increase

### PROGRESS UPDATE

Applied on National Grid Beddington to Rowdown Decom project (NICE & NITE for tank extraction)

Massive benefits, communicated in case studies (NG & JSM) & broadcast on JSM LinkedIn

Included in ROSPA Environmental Award application, January 2023.

JSM Group received their 9th consecutive Gold Achievement Award for demonstrating high health and safety standards (April 2024)





## MATERIALS AND PRODUCTS

### CURRENT STATUS

N/A

### NEXT STEPS

Track number of sustainability initiatives instigated by the workforce on a voluntary basis (relevant to all principles)

### NOMINATED STAFF MEMBER

Claire Parsons

### BENEFITS

Promotion of JSM as innovative company, reduced materials, transport, fuel costs. Winning tenders likely to increase

### PROGRESS UPDATE

Screening of excavated soil for reuse. Slicker Recycling reuse the redundant cable oil. Use of Structural Material for Reinstatement (SMR) – sustainable material JSM have trialled successfully on our Power projects. It is an SMR material we are using in place of MOT Type 1 Primary. The product is predominantly recycled fill with a cement additive. SMR is a cementitious binder which enables the re-use of almost 100% of the host material, diverting waste from landfill and eliminating the import of aggregate. These uniquely designed binders are environmentally friendly and significantly reduce carbon emissions. Certs are in place.

To use SMR on JSM sites we seek the agreement for the use of SMR from the Councils and ask the client to confirm the requirement for use of SMR into the design spec for the project. Now used or in use for various projects; East Horndon (Low Carbon), Pure DC (West Hendon), Alliance Park (Neasden), Molins (Avalon DC), Chandos Road (Vantage) Planned use at Saunderton to Slough (EU Networks). Use of Recycled Cement Based Sand (CBS) on all Power projects. Discussion with supplier and EU Networks regarding plastic duct light grey 90mm ID duct. If it is clients preference that we use the 96.5mm plastic duct that Emtelle (Manufacturer) provide via our supplier Plaspipes they would just need to stipulate that in the design spec for each project prior to submission to JSM. Specific notes on that are below;

Similar standards for telecoms DNOs.

Light grey 90mm ID duct could be an option (Greig from Emtelle sent info attached). Second duct overlay would be required. Same strength as 110mm – dark grey (crush resistance). Cost per m is reduced / carbon reduction. Trench size could be reduced. Could not be used where subduct required. EU not adverse to changing colour of duct – but cannot use black duct (NJUG). Leadtime and availability would be easier for Emtelle than currently requested duct. Made 100% from virgin polymers.





## MATERIALS AND PRODUCTS

### CURRENT STATUS

N/A

### NEXT STEPS

Use of Supply Chain Sustainability School

### NOMINATED STAFF MEMBER

Claire Parsons

### BENEFITS

Well trained staff,  
sustainability awareness

### PROGRESS UPDATE

Logins created & subscribed to email updates

IT Services

Use of Epson Print Service

Ian Cannioner

Epson Business Inkjet  
technology - sustainable  
printing approach

In use at Potters Bar Head Office and River Road Operational Depot

N/A

Calculate % of total procurement spend  
with SMEs

Russell Lawrence

Providing opportunities to  
fellow SMEs

CP discussed OPAP actions with Procurement team Jan 2021





## ZERO WASTE

### CURRENT STATUS

Dependent on the classification of the spoil, all excavated material is returned to our operations depot for screening before reuse. The screening operates under Waste Exemption (WEX150009). All screened materials, or recycled materials from other sources is offered for re-use on our projects in line with our clients and Local Authorities' requirements. All waste movements are conducted using our own operatives under our waste carrier's registration or other registered waste carriers. In 2018/19, JSM exceeded the target of diverting 95% of waste from landfill and we diverted over 98% of our waste from landfill

### NEXT STEPS

JSM are also in the advanced development stages of cable oil recycling for reuse back into the grid cables, where this is not possible it is collected by Slicker Recycling who can reuse the redundant cable oil

### NOMINATED STAFF MEMBER

Claire Parsons

### BENEFITS

Improved use of Hierarchy of Waste. Reduced cost of waste transfers. Clients request high recycling rates in tenders

### PROGRESS UPDATE

Environmental KPIs include tracking of recycling rates, paper printed and fuel usage







## ZERO WASTE



### CURRENT STATUS

Recycling of cable waste

JSM have explored the markets and developed partnerships with various waste to energy streams where the cable oil papers are recycled to recover the high calorific energy back into the electric grid rather than going to landfill. The PVC outer sheath is processed and reused in traffic cone bases and fencing supports

### NEXT STEPS

Percentage of waste diverted from landfill through reuse, recovery and recycling initiatives - 2020 - 94%, 2025 - 97%, 2030 - 100%

### NOMINATED STAFF MEMBER

Claire Parsons

### BENEFITS

Improved use of Hierarchy of Waste. Reduced cost of waste transfers. Clients request high recycling rates in tenders

### PROGRESS UPDATE

Hierarchy of waste applied – we recycle / reuse 99% of our non-hazardous wastes. This is achieved by using our in house waste screening processes operated under an Exemption (WEX284627) granted by the Environment Agency. Material will be removed from site by an authorised waste carrier (JSM or licensed third party). All waste movements will be accompanied by waste transfer documentation. Material taken to JSM's facility is subjected to screening, grading and certification for reuse.

In line with our environmental policy and management of our significant environmental aspects, JSM are committed to sustainable waste management through reducing our consumption of materials, encouraging re-use where possible and promoting recycling and the use of recycled materials.

We also conduct active monitoring and measurement of recycling arrangements with our waste contractors to measure recycling rates against our established objectives and targets.

JSM have implemented sustainable scrap metal recycling

Recycling Lives - visit to Hitchin site arranged  
<https://www.recyclinglives.com/social-value>

Claire Parsons

Improved use of Hierarchy of Waste. Reduced cost of waste transfers. Clients request high recycling rates in tenders

Recycling Lives visit undertaken. JSM procurement team happy with existing rates for scrap metal recycling, undertaken by European Metal Recycling (EMR)

N/A

Percentage reduction in tonnes of waste generated per £100,000 turnover against 2020 baseline 2021 - 5% 2025 - 20% 2030 - 50%

Claire Parsons

Improved use of Hierarchy of Waste. Reduced cost of waste transfers. Clients request high recycling rates in tenders

Apply during next Annual Performance Report (2024)



## ZERO CARBON ENERGY

### CURRENT STATUS

Undertaking cabling works for sustainable energy projects (e.g. wind farms)

NICE and NITE (as detailed in Materials & Products principle above)

Fuel procurement strategy

### NEXT STEPS

Carbon offsetting schemes (via annual Performance Report). % reduction in tonnes of CO2e emissions. Targets - 2021, 2025 & 2030 - 5% year on year reduction. Next target % of energy from the grid procured from renewable sources Targets - 2021 - 40%, 2025 - 75% & 2030 - 100%

Depot energy efficiency improvements

Sustainable Procurement Plan

### NOMINATED STAFF MEMBER

Claire Parsons / Board of Directors

Claire Parsons / Board of Directors

Richard Abbas / Russell Lawrence

### BENEFITS

Improved Performance Report, lowered carbon footprint

Reduced carbon, reduced energy / water charges

Onboarding of suppliers with ISO14001 certification and increased sustainable products

### PROGRESS UPDATE

Calculate during next Annual Performance Report (2023). New clients include Tesla, Low carbon, Island Green Power (all renewable energy - solar farm development cable supply projects / battery storage projects)

Discussed with John Scanlon (June 2020) & his preference is to reduce energy wastage, rather than install new energy efficiencies. 2023 Environmental Objectives & ESC targets include carbon reduction targets. Sterling House and River Road operational depot are both on 100% renewable energy tariffs

JSM Sustainable Procurement Plan drafted, reviewed, finalised, put through document control and shared with suppliers (September 2024). Sustainable Procurement Plan includes; During the onboarding process, requirements includes whether a potential subcontractor or service provider are certified to ISO14001, to ensure environmental and sustainability standards align with JSMs and are maintained and externally audited. The JSM supplier onboarding form includes sustainability questions including; What percentage of the timber used by your company in the last year has been certified under the Forestry Stewardship Council (FSC) and /or Programme for the Endorsement of Forest Certification (PEFC) Schemes? (If applicable). Are packaging materials minimised to reduce waste for your customer? Where packaging materials must be used, are they widely recyclable?



## ZERO CARBON ENERGY

### CURRENT STATUS

Electrical Plant

### NEXT STEPS

Trial confirmed with EU Networks

### NOMINATED STAFF MEMBER

Environment Team  
(SHEQ)

### BENEFITS

### PROGRESS UPDATE

Trial being undertaken for 2 weeks (3rd August 2024- 17th August 2024). Battery operated floor saw and disc cutter. Environment team undertook comparison of traditional plant methods vs electric (energy output, carbon emissions, hire cost, noise, dust and HAVS levels). Investigation of feasibility of using low carbon power generation on sites undertaken, using Battery Storage Units (BSU) and Energy Management Systems (EMS), alongside low carbon power generator units. JSM Environment team attendance at Wernick open day on 24th July 2024 in Farnham. Offered two week trial of battery storage unit (potential for use at Agratas, Bridgwater civils yard).

Recycling points in  
offices

ISO 16001 compliant Energy Management  
System

Claire Parsons

Overhead reduction

Apply during next Annual Performance Report (2024)

ESG Health Check  
Report undertaken by  
Clearwater in  
September 2023  
achieved 91.2%  
Leadership score

Pursue recommendations for further  
development (incorporated into 2024  
Environmental Objectives and Targets)

Claire Parsons / Board of  
Directors

Increased assurance of JSMs  
ESG capabilities for Investors  
and Clients

Pursue recommendations for further development (incorporated into 2024 Environmental Objectives and Targets). The board of Directors (particularly the Operations Director, Chief Financial Officer & SHEQ Director are all involved in the ESG process and establishment and progress of annual ESG targets



## ZERO CARBON ENERGY

### CURRENT STATUS

JSM collate carbon data and use it to produce an annual Performance Report. We include measurements of parameters that make up Scopes 1,2 and 3, this then forms the basis of our environmental KPIs which in turn, captures the link between environmental and financial performance.

Our carbon footprint assessment measures the Carbon and other Green House Gas (GHG) emissions generated by JSM Groups activities and the reports follow the internationally recognised standard on Greenhouse Gas Reporting, ISO-14064:2006. All GHG emissions calculated are reported in in tonnes of CO2 equivalent (tCO2e) following recommended best practice and agreed formulae set out by the latest DEFRA annual Emissions Factors UK. The annual data and report is verified by an external consultant and is disclosed annually to CDP reporting.

### NEXT STEPS

Review affiliation to PAS 2080 (determine costs) in the next Performance Report, consider if the client has started to require it (HS2 requested on Zayo, Victoria Road, North Acton site (July 2020). The PAS 2080 framework looks at the whole value chain, aiming to reduce carbon and reduce cost through more intelligent design, construction and use. PAS 2080 also ensures carbon is consistently and transparently quantified at key points in infrastructure delivery which promotes sharing of data along the value chain

### NOMINATED STAFF MEMBER

Claire Parsons / Board of Directors

### BENEFITS

Increased successful tender submissions. Recognised accreditation of Performance Reporting

### PROGRESS UPDATE

Investigate setting a science based target and decarbonisation plan, including lifecycle assessment. Ongoing investigation – verification of 2024 carbon data required by external consultant, once analysed early 2025