

Our Sustainability Strategy

Kent PHK's target is to become a net-zero emissions energy business by 2050, in step with society's progress in achieving the goal of the UN Paris Agreement on climate change.



Context

The world is changing rapidly with new technologies, new regulations and renewed interest and importance in minimising our environmental impact. Of course, we will continue to need energy to heat our homes, produce our food, enable us to travel and power industry but this energy most certainly needs to have a much lower carbon footprint. The Energy Transition will support the move from a system where energy comes predominantly from fossil fuels to an energy mix where renewables, nuclear and other emerging energies will play a major part.

Tackling climate change

Environmental sustainability covers an array of topics, from carbon emissions to biodiversity loss – it is difficult to prioritise and to maintain whilst trying to operate more responsibly. While the path forward may require sacrifice, it will also create opportunities. Together with our clients, we are committed to embedding sustainability into everything we do, working to shape the future for a better world. Our sustainability strategy focuses on 2 areas with 11 commitments where we believe we can drive lasting and positive change. Having achieved a remarkable reduction in our carbon footprint since 2015 we are proud of the progress we have made but recognise we still have much more to do.

We are committed to working towards being a net zero organisation. Everything we do has an impact on the environment in which we work. From reducing our emissions to minimising the waste we send to landfill and from investing in our green fleet to educating the engineers of tomorrow.

With our targets, we will contribute to a net-zero world, where society stops adding to the total amount of greenhouse gas emissions (GHGs) in the atmosphere.

Our approach

We measure the environmental impact created by our operations and activities and set annual targets for the continuous improvements of our environmental performance and prevention of pollution. We believe our emissions peaked in 2015 and we continually strive to bring them down.

To achieve this, we are paying particular attention to:

Environmental Audits – Assessing, understanding and managing our environmental risks and impacts, placing special emphasis on minimising accident risks.

Employee Engagement – Enabling and encouraging our employees to help us achieve our goals.

Carbon Emissions – We are proactively seeking ways to reduce our carbon emissions.

Reducing Waste – Reduce waste by actively seeking ways to re-cycle or re-use.

External Collaboration – Working with our customers and suppliers to pursue responsible environmental practices.

Reporting – Communicating regular performance reports and openly discussing our environmental performance with all stakeholders.

Measuring – Continually improving and setting SMART environmental objectives and targets

Compliance – Complying with environmental legislation, regulations and other applicable requirements.

We will reduce emissions from our own operations by increasing energy efficiency and capturing or offsetting any remaining emissions.

Most of our emissions come from the use of energy we buy and use in our day-to-day operations, but we must also help our customers to cut their emissions when delivering our client's materials in a safe, efficient and sustainable way. We will do this by reducing our own environmental footprint and helping to shape a low carbon supply chain.

Business milestones

Along with Safety and Service Excellence, Sustainability is part of our core fundamentals. Kent PHK has always taken its environmental and sustainability responsibilities very seriously and over many years has invested appropriately to ensure that sufficient resources have been put in place to prevent harm to the environment. We are taking steps to cut emissions from our existing operations, and to avoid generating more in the future:

We believe our annual emissions were at their lowest in 2019, and we expect our total emissions to decline by 1-2% a year until 2030.

This supports the more ambitious goal to tackle climate change laid out in the Paris Agreement: to limit the rise in average global temperature to 1.5°Celsius.

Becoming a net-zero emissions business means that we are reducing emissions from our operations, it also means capturing and storing any remaining emissions using technology or balancing them with offsets.

We are transforming our business to meet our target, providing more low-carbon energy such as charging points for electric vehicles, hydrogen and electricity generated by solar and wind power.

We are also working with our clients and customers in our industry sector as they make changes.

Tackling the Climate Emergency – We will.....



Achieve 100% electric or
hydrogen fuelled company
cars and company vehicles
by 2030

100%
renewable energy
For our business
by 2030



**Zero to
Landfill**
By 2025



50% net reduction
of our carbon
footprint over the
next 6 years to
coincide with our
30th anniversary



Employee Engagement
Enabling and encouraging our
employees to help us achieve our
environmental and sustainability
goals

Growing responsibly

- Support client sustainability ambitions by including **sustainability in 100% of pitches** and all strategic client partnerships by 2025

Social Value

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

Social Value serves as an umbrella term for these broader effects, and we are making a conscious effort to ensure that these effects are positive and can be seen as adding social

value by contributing to the long-term wellbeing and resilience of individuals, communities and society in general.



Creating a positive,
lasting legacy
wherever we work

16-25 YEAR OLDS

Employability support provided
to younger people by apprenticeship
schemes and work experience

CHARITY

Continue to donate £1000s to
Various local, national and global charities



Recognised as a great
place to work
where our employees
feel at ease to be
themselves

DIVERSITY & INCLUSION

Kent PHK recognises that
They are not just buzz words

ISO 44001

Certification to ISO44001 will allow
us to engage more frequently with
our clients bringing benefits to all
stakeholders and can be translated
into more sustainable, joint
practices

Championing a just and equal society

- Contributing to a world where quality of life and social resilience is improved across our community with a specific focus on those most at risk.
- Ensure our Graduate Programme is recruiting from all backgrounds
- A proactive mental health & wellbeing programme, including a counselling service and mental health first aiders
- Incorporation of equality and diversity into corporate induction and recruitment and
- Managers with information, support and guidance
- Agile and smarter working provisions

Reducing our Carbon Footprint

To achieve a reduction in our carbon footprint we are paying particular attention to:

Environmental Audits – Assessing, understanding and managing our environmental risks and impacts, placing special emphasis on minimising accident risks.

Employee Engagement – Enabling and encouraging our employees to help us achieve our goals.

Carbon Emissions – We are proactively seeking different ways to reduce our carbon emissions. And, to date, we have introduced a number of small changes to the business premises all of which help us towards our Net Zero Target. These include:

- Environmentally friendly utilities
- Sensor lights that turn on when they detect movement
- Energy saving LED Lightbulbs
- Automatic water taps which turn off after a certain amount of time
- Water-efficient items – Toilets/dishwashers
- Energy-efficient hand dryers/Kitchen appliances
- Solar Panels
- Sustainable air conditioning and heating systems (Air Source Heat Pumps)
- Replacing some petrol and diesel company vehicles for electric vehicles
- Cardboard Baler reducing waste to landfill and recycling