

The background features a modern glass-walled building on the left and a road interchange with traffic lights on the right. A large white trapezoidal shape is overlaid in the center, containing the report title. A dark green diagonal graphic element is on the right side.

# ESG Report

2022



THE  
CLARISON  
GROUP



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# Foreword from our CEO

I am proud to present The Clarison Group's ESG report, which outlines our commitment to sustainability and progress towards achieving our goals. At The Clarison Group, we believe that sustainability is not only the right thing to do but is also good for business.

We recognise that our operations have an impact on the environment and society, and we are committed to working collaboratively to minimise their effects.

In this report, you will find information on our sustainability strategy, our performance against key environmental, social, and governance indicators, and our progress towards achieving our sustainability targets. We have established ambitious goals in areas across transport, buildings, and construction, and are making good progress within these activities.

**Aidan Williamson,**  
**The Clarison Group CEO**

We acknowledge that sustainability is a journey, and there is still much work to be done. In this regard, we have included details on plans to further reduce our carbon footprint through both internal initiatives and projects with external partners.

We are committed to continuous improvement and innovation and believe that by embedding sustainability into our business practices, we can create long-term value for our stakeholders, including our customers, employees, and the wider community.

I would like to thank our employees, partners, investors, and other stakeholders for their commitment and support in achieving our sustainability goals. I am confident we can continue to deliver positive actions to become an industry leader for sustainability best practice.

I invite you to read this report and join us on our sustainability journey as we strive to create a better future for everyone.





# Overview



# How we got here

## January 2021

We partnered with Go Climate Positive, an environmental consultancy, to measure carbon footprints

## May 2021

We incorporated sustainability into our Group Purpose

## March 2022

We started our 'ESG journey' with Sustainable Advantage

## January 2023

Our Business Transformation Director became Sustainability Lead

## April 2021

The Sustainability Group Collaboration project was established

## July 2021

We became a Construction Leadership Council 'Business Champion'

## April 2022

We aligned to the UN's Sustainable Development Goals

## April 2023

ISO 14064 training to be carried out internally (to support GHG emissions reduction)

# Sustainable Delivered Value Propositions



Our sustainability value propositions demonstrate how we create long-term environmental, social, and governance value while meeting the needs of our stakeholders.

WHAT MAKES US SUSTAINABLE?	HOW ARE WE?	WHY DOES THIS MATTER?
<b>EPDs</b>	We are capable of measuring embodied carbon in all our products (EPDs).	We can state embodied carbon in tender stage and offer alternatives
<b>Go Climate Positive</b>	We elected to measure our carbon footprint even though it is not a legal requirement. We have measured our scope 1, 2 and 3 GHG and have action plans to reduce.	Clients who want to have a supply chain who are proactive about sustainability can rely on TGC companies to lead in this regard within the façade industry.
<b>Low Carbon Aluminium</b>	Committed to responsible sourcing and we offer lower embodied carbon aluminium alternative.	Clients can avail of low carbon aluminium which could be a cost-effective way of managing a project within the carbon budget (which we increasingly hope they will have alongside a cost budget and time programme).
<b>CLC CO<sup>2</sup>nstruct Zero Carbon Champion</b>	We are the only façade contractor champion from a group of 82 members.	As Business Champions, we have committed to share tangible evidence of our net zero carbon plans against the CO <sup>2</sup> nstructZero priorities.
<b>UN Sustainable Development Goals</b>	In June 2022 we decided to align our Group with five of the SDGs as part of our ESG actions.	We have aligned with the following SDGs; ‘Good Health and Wellbeing’, ‘Affordable and Clean Energy’, ‘Industry, Innovation and Infrastructure’, ‘Responsible Consumption and Production’, and ‘Climate Action’.

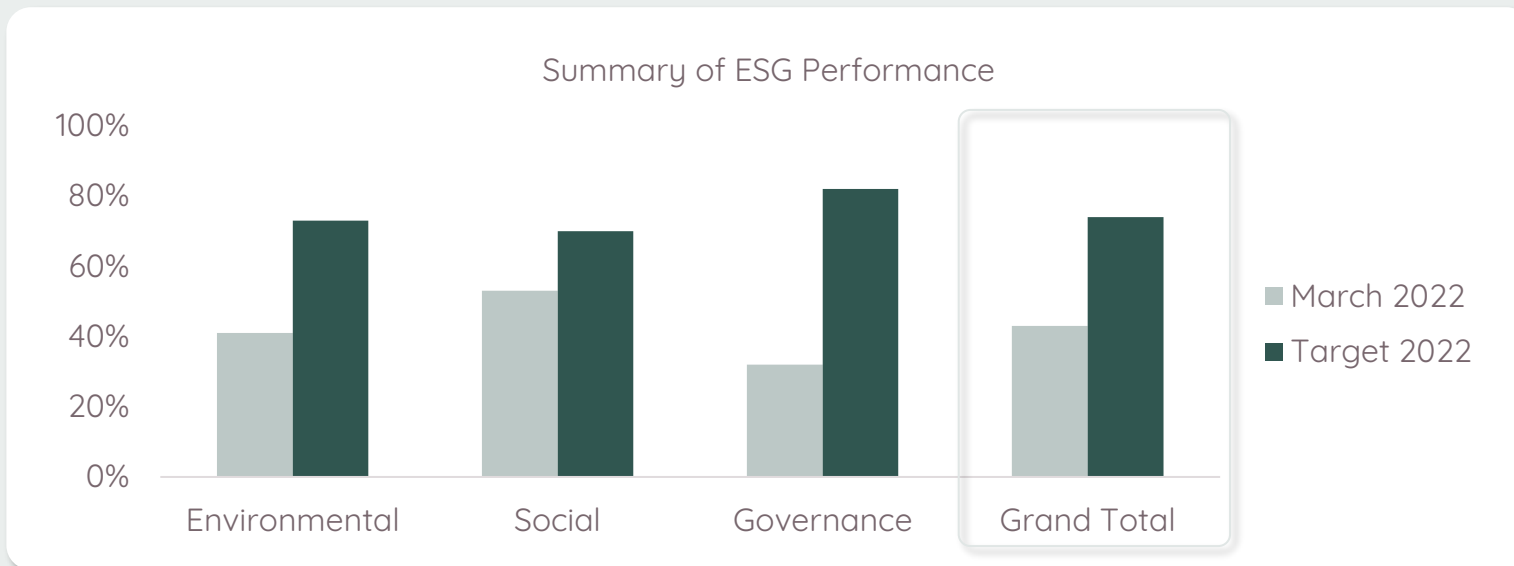
# Sustainability Journey



In March 2022, we started our ESG journey with **Sustainable Advantage**, an ESG Intelligence specialist. We undertook an assessment against 50 ESG metrics to determine our progress so far and produced a plan for where we would like to be by March 2023. We started with what Sustainable Advantage referred to as “a strong first score of 43%” thanks to the initiatives already rolled out within our **Group Collaboration Sustainability Project**.

In an event organised by our investors, Elaghmore, in May 2022, other Groups within our portfolio joined together to share best practice and ideas, and suggested areas for improvement so we could work collaboratively to achieve our sustainability objectives. ESG has been agenda item since then at all Board meetings, demonstrating the importance of developing our **Environmental**, **Social**, and **Governance** practices across The Clarison Group.

A review of progress is due to take place with **Sustainable Advantage** in May 2023 and we are confident that we will have achieved our targets at this milestone.



# Sustainability Development Goals



The UN Sustainable Development Goals (SDGs) are 17 interlinked global goals designed to be a “blueprint to achieve a better and more sustainable future for all”.

As part of the ESG process, we have identified which SDGs are relevant to our business and which of our Key ESG Actions are aligned to them. The main SDGs that The Clarison Group are aligning to, and Key Actions that link to them are as follows:



- Employee Assistance Programme
- Regular initiatives such as Mental Health Awareness



- Renewable Energy: Procure Electricity from source
- Energy Awareness: Extend Communication programme with staff to cover energy



- ESG for Business Development: Issuing a Stakeholder Materiality Assessment to customers to determine how we can assist in their ESG goals
- Influencing client’s sustainability performance: Provide Sustainable VE options within our bids detailing the carbon savings these options would provide



- Waste Recycling: Appoint a waste broker to track recycling
- Waste to Landfill Targets: Appoint a waste broker to track landfill diversion
- Waste Awareness Training: Extend communication programme with staff to cover waste



- Carbon Emissions Reduction Plan: Set science-based targets including a net zero plan
- Carbon Offset: Offset scope 1 and 2 to become carbon neutral (if not possible through our reduction efforts)





# Environmental



# Overview

With The Clarison Group being within the construction industry, and with the Façade contributing to a large portion of the embedded carbon within a building, any measures we can take to reduce this carbon is of great importance to us, so much so that **'Sustainably Delivered'** is one of our 3 Value Propositions. Sustainability is also important to our customers and other external stakeholders, and so we are providing carbon saving solutions to our customers wherever we can. We have set science based targets for our direct emissions in Scope 1 and indirect for Scope 2 and also have science based targets for scope 3 (where the majority of our emissions are) which will be reviewed year on year. This is why alignment with our customers and suppliers is important - as efforts to reduce carbon emissions collaboratively will have a greater impact.



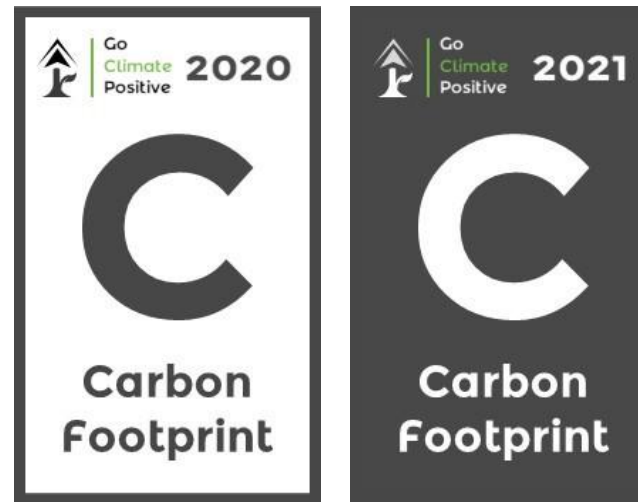


# Carbon Footprint Measuring

In 2021 we partnered with **Go Climate Positive**, an environmental consultancy, to start the process of measuring our carbon footprint for 2020 and 2021 scopes 1, 2 and 3.

As an SME we were not of a size to be legally required to measure our carbon footprint under ESOS or SECR, these are schemes under which businesses are audited with regards to their energy use & greenhouse gas emissions, however, as reducing carbon emissions is important to The Clarison Group and plays a significant part of our **Value Proposition** to be **Sustainably Delivered** we nominated to do so to ensure we understood the impact that our operations have on our carbon emissions.

We have also chosen to initially work on year-on-year targets that are relevant to our current emissions and operations. In 2023 we are taking this a step further, by enrolling colleagues on **ISO14064** through **Carbon Action** to further expand our knowledge and expertise in this area with an intention to introduce a Green House Gas Information Management System.





# Carbon Footprint Scopes 1 & 2

As we started our carbon footprint measuring journey in **2020**, we have seen the impact of Covid 19 and the lockdowns that happened as a result have had an impact on our scope 1 and 2 emissions over the past 3 years.

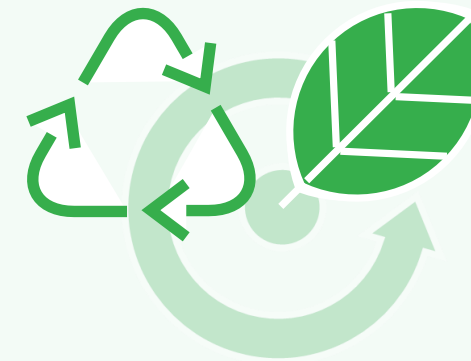
Due to the increase in working from home in 2020, the reduced fuel used to heat, and reduced electricity used to light and run our office spaces and factories resulted in lower carbon emissions than usual in 2020.

Therefore, we saw an increase in our fuel and electricity use in **2021** as we started to transition back to working in our office spaces.

In **2022** we made changes within our businesses to help decrease the carbon footprint from our offices - this included the introduction of a Hybrid Working policy. As a result, the electricity and fuel consumption from offices and commuting distance of our company vehicles all reduced, which positively impacted on our Scope 1 and 2 emissions.

Our chosen Intensity ratio is **tCO<sub>2</sub>e/£m revenue**, and this graph demonstrates how our scope 2 emissions against turnover have reduced in 2022 as a result of this initiative.

In **2023**, we plan further initiatives to reduce our scope 1 and 2 emissions including LED lights in more locations, replacing inefficient HVAC units, optimisation of office space by not heating unused spaces and trialling a compressed business week in one of our business units which will reduce scope 1 and 2 emissions.





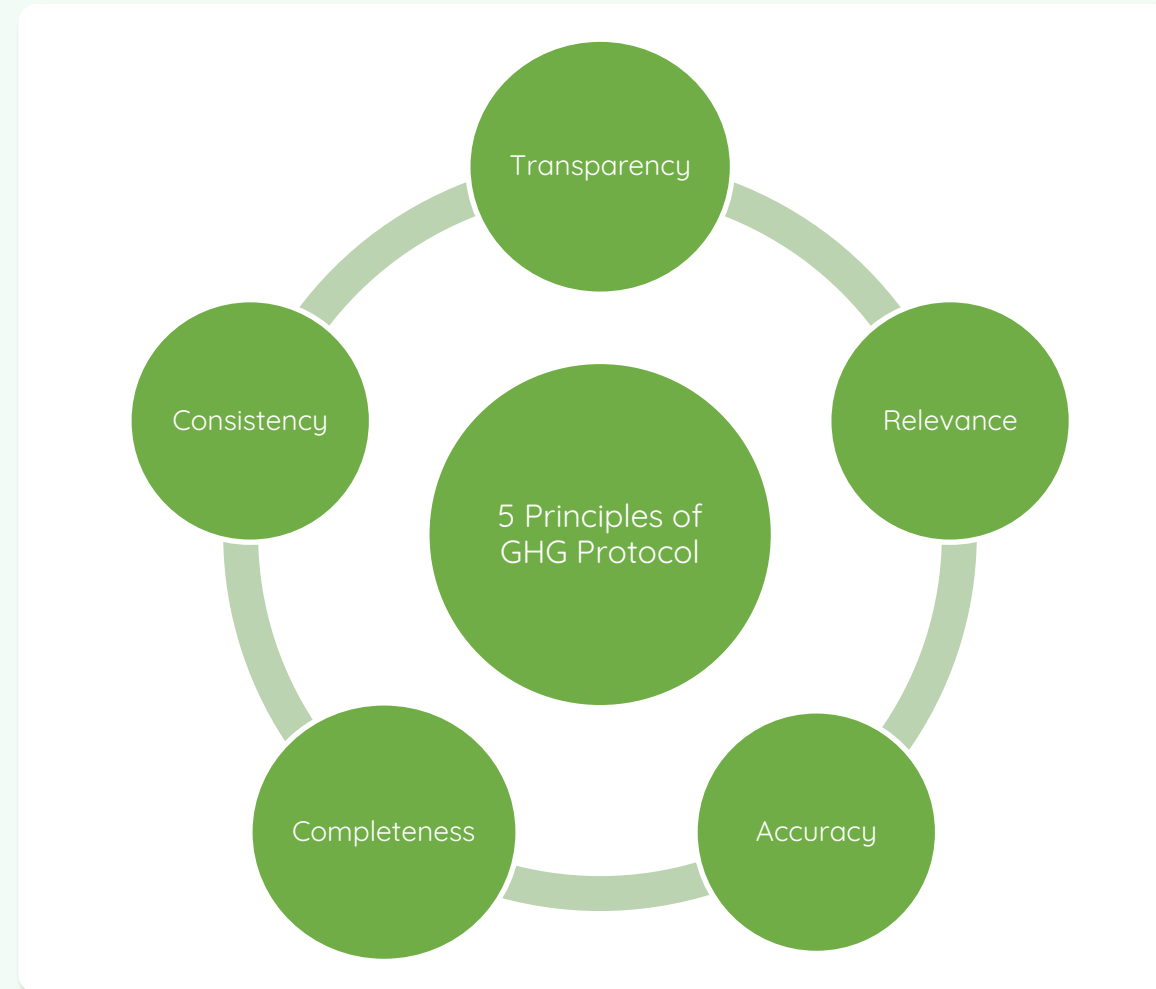
# Carbon Footprint Scope 3

Although we started our carbon measuring journey in 2020 for scope 1 and 2, we are still in the preliminary planning stages for scope 3 in which we are determining our boundaries and developing our GHG inventory.

We are working with our supply chain to ensure the data we collate in our inventory is **Complete, Consistent, Accurate, Relevant** and **Transparent** in line with the 5 pillars of the ISO14064 standard.

In 2023, we plan to roll out an ISO14064 GHG Information Management System that The Clarison Group can work within, to ensure the 5 pillars of the standard are met.

We can then use the information gathered to work further with our supply efficient solutions chain and our customers, to proactively offer sustainability value engineering in bids to help customers reduce embodied carbon within their projects.



# Mace Partnership



“



Mace consider The Clarison Group to have a refreshing attitude to reducing carbon in their facades. We have promoted the use of Circa 75 or low embodied carbon aluminium extrusions, and the teams have been working with us to ensure that is what they provide on our projects. The Clarison Group has also been looking at EPDs and façade carbon calculators, as they are consciously aware the industry needs to change and provide solutions for their clients.

”



# Schüco Partnership

“

**SCHÜCO**

Schüco offers a modular range of products and services over the lifecycle of a building, which enables the decarbonisation of windows, doors and façades to be monitored on a project-specific basis.

Early engagement and collaboration between Schüco and partners like The Clarison Group is key to achieving sustainable building envelopes.

The use of Cradle-to-Cradle or Passivhaus certified Schüco systems guarantees the circularity of the materials. Schüco also enables fabricators to calculate the carbon footprint of the unit they are designing as a CO2e value, with its 3D calculation software SchüCal.

In addition to standard aluminium, Schüco offers two new grades of aluminium: Low Carbon (LC) and Ultra Low Carbon (ULC) aluminium. The impact of using these new grades of aluminium can also be calculated in SchüCal.

Building-integrated photovoltaics and smart products make a significant contribution to reducing CO2 emissions during the operating phase. Thanks to Internet of Façades, a tag can be attached to the unit that enables information to be accessed digitally, so that maintenance can be carried out efficiently.

Schüco is a strong partner, supporting The Clarison Group in being a sustainable façade specialist.

”



# CLC Partnership

In July 2021, we became the Construction Leadership Council (CLC) Co2nstructZERO zero carbon change programme as a Business Champion, the first Façade Contractor to do so - and Heather Foy of Clarison UK was appointed as our CLC Emerging Leader.

We have made pledges against five of the nine priorities across Transport, Buildings, and Construction Activity.

Since taking the role of The Clarison Group Business Transformation Director in January 2023, Rebecca Kirkham has taken up the role of CLC Lead and Jasmine Thompson, The Clarison Group Marketing Manager, is our new CLC Emerging Leader.

“

**Heather Foy, Clarison UK HSEQ Manager, said:**

The drive by the CLC to encourage the construction industry to strive for Net Zero has been invaluable in bringing together likeminded industry leaders. I believe the identification of key areas for improvement and reduction, demonstrated by the 9 priorities, has allowed our focus to be targeted and encouraged major improvement in the recording and reporting of carbon across the industry.



”

**Business  
Champion**

**Co2nstructZERO**  
The Construction Industry's Zero carbon change programme

**CLC** Construction  
Leadership  
Council





# Social

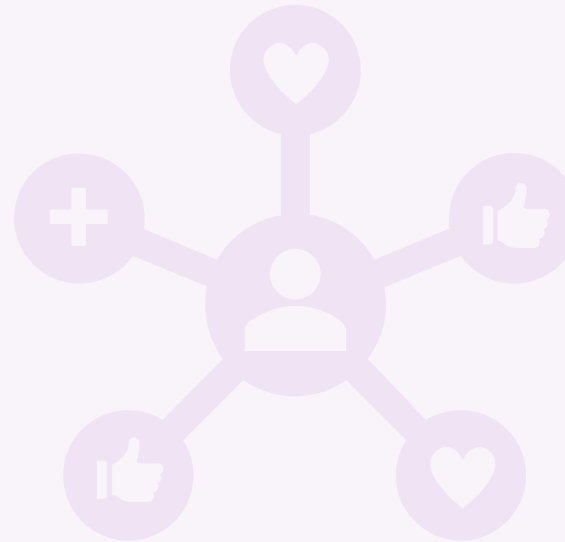


# Overview

The wellbeing, development and training of our workforce is paramount to the growth of our business, and we support employees in their educational endeavours and career development. We continually review our policies to ensure that we are an employer of choice, offering a work life balance that is beneficial to all. We have developed a Leadership Development Programme (LDP), which launched in 2021 and is currently training its third cohort, with the intention of developing future directors for the group.

We are also in the process of developing a Design Management-specific training programme to provide our current and future Design Managers with the commercial, contractual and leadership skills and knowledge that will benefit them and the group.

To attract a more diverse workforce, we run an annual International Women's Day event across our companies to encourage women to consider a career in construction. We do, though, already have significant diversity with a workforce with over 20 nationalities represented across our group. We also have various Social Committees across The Clarison Group, who collaborate to arrange social, charity and community events and initiatives throughout the year.





# Our Approach

## A people driven organisation

In order to meet our commitment to be a Group that is 'lower-risk, better quality and delivers sustainably' we ensure that we have a values-driven approach with people right at the heart.

Employees, over 400 in total, are spread across 6 main locations in the UK and Ireland, mainland Europe and the Far East though of course our construction site operations can see the Group delivering projects in numerous places. We are working towards being the employer of choice in the Facades sector by developing an inclusive culture where employees' voices are valued, and leaders can be trusted to consult and consider staff when making crucial business decisions.

One of the key foundations of the organisation is ensuring the health and safety of everyone on our sites, with our aim being that we all go home safely at the end of every working day. We are proud that staff tell us that they genuinely believe that we take safety seriously at every level in the Group, and our safety performance KPIs are testament to this.

The five companies within The Clarison Group are all active in their local communities. Our positive social impact is best illustrated by the charities that we support, the opportunities that we give for young people locally through our training schemes, and the liaison with schools and universities.

The Group operates collaboratively in a number of ways to gain the benefit of the knowledge and experience that we have across our companies, with regular meetings of best practice forums, continuous improvement groups working on specific projects, and our leadership development cohorts always including individuals from across the various companies that learn so much from exchanging ideas with their colleagues.

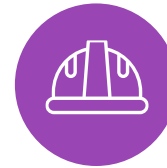


# Health & Safety

The safety and wellbeing of our workforce is of paramount importance. Whilst we take a broad perspective encompassing mental health and physical wellbeing, nonetheless, ensuring operational safety in our factories and on construction sites is vital, and in this regard our desire to work towards a 'zero harm' position has seen the Group's annualised frequency rate reduce substantially to **0.09 for reportable incidents** and to **0.43 for lost time accidents** at the end of 2022.

Positive safety behaviours have been encouraged through a range of approaches including tool-box talks for all staff, regular safety meetings for managers, new training courses, and quarterly safety education bulletins distributed on the Workvivo intranet platform.

We also have a Group H&S Forum, with all H&S managers from group companies attending on a monthly basis, where we share best practice and discuss the challenges of becoming a 'zero harm' employer and learn from the lessons of any accidents and incidents that have occurred.



## Total Recordable Incident Rate\*

2021	<b>0.22</b>
2022	<b>0.09</b>



## Lost Time Injury Frequency Rate\*\*

2021	<b>1.21</b>
2022	<b>0.43</b>

\*Reportable – rolling 12 month (Employee & Sub-contractor) per 100,000 hours worked

\*\*LTA – Accident frequency rate – rolling 12 month (Employee & Subcontractor) per 100,000 hours worked



# Management Communication

The Group strives to create and sustain a sense of belonging amongst our teams, and we assess whether we are succeeding in this objective by running employee surveys. The most recent one, held amongst our staff in Ireland, saw **86% of staff saying they were proud to work for the company and more than 90% stating that they had confidence in the leadership team.**

Communication is a key part of ensuring that employees feel involved, and December 2022 saw the latest round of face to face 'Town Hall' briefings when MDs and other senior leaders updated the workforce on business performance and other developments during the reporting period. We always include a 'Q&A' session so that staff get the opportunity to ask about the issues that really matter to them. Indeed during the transition period in 2022 when our UK organisation was restructured, we established an anonymous Q&A process where employees could seek and obtain answers directly from our Managing Director on the issues that really mattered to them.



THE CLARISON GROUP  
**Welcome to The  
Clarison Business  
Conference May  
2022**





# Employee Engagement

Day to day news and updates across the companies are facilitated by our Workvivo internal communication platform that was introduced in 2020. The activity feed updates on a daily basis and reports on everything from construction project progress through to a welcome for a new recruit or information about our latest charity-related cake sale!

We believe in empowering our people by setting them up for success through good induction and ongoing personal development and then providing the flexibility to encourage personal ownership of their role and its responsibilities. This flexibility has been extended, for office-based roles, by introducing a Hybrid Working policy across all companies in the group where staff can work from home for up to 2 days per week. Very recently we have introduced further developments to our working patterns with, for example, a trial of a 4-day week in our Dublin factory and 'early finish Fridays' in our UK fabrication facilities. Early feedback from employees has been positive.

The business celebrates great examples of positive employee behaviour through Reward and Recognition schemes, with winners nominated and adjudged by their colleagues. In public recognition of their efforts, employees are often presented with their keepsake trophies in team meetings or other notable occasions.

**Alucraft UK & Ireland**  
12,289 followers  
1mo • 🌐

We had a fantastic day yesterday celebrating International Women's Day with the Transition Year students and [Coláiste Bride](#)

We introduced the women across our businesses working in Project Management, Estimating, Sales, Design, and HR. The speakers shared industry stories, spoke about the importance of women in construction, and provided advice for starting a career in construction based on their experiences.



# Social Committees

Celebrations are not always work-related however, and we have Social Committees in each of the companies across the group that ensure that fun and social events are organised.

Recent social occasions have included barbeques, football matches, quizzes and of course Christmas parties too. In 2023, we plan expand this further, with all business units working collaboratively on social events.

Wherever there are fundraising activities during our social events, **we pledge to donate 80% of the profits raised to our nominated charities, the other 20% is added to the Social Committee funds to enable them to arrange further events.**

## Festive Jumper Day



## Summer BBQ



## Platinum Jubilee Celebrations





# Clarison in the Community

The Group strives to have a positive impact in the local communities in which its companies operate, and our Irish businesses have a long-standing tradition of supporting charities and good causes through sponsorship, fundraising events and coffee mornings.

**In Ireland,** employees raised funds at Christmas time to purchase toys and presents for children in less privileged circumstances in the local area around our Clondalkin HQ.

**In the UK,** Alucraft Systems raised funds for the Tamworth Cancer Support Centre and for the Andy's Mans Club charity, supporting male mental health.

In 2022, EAG have also started to focus on charity fundraising with their Social Committee recently announcing that the Macmillan Cancer Support charity will be the recipient of funds raised during 2023.



## Charities and initiative we've supported:



Tamworth Wellbeing  
Cancer Support Centre







# Equality, Diversity & Inclusion

Equality, Diversity, and Inclusion are important and beneficial aspects of our business. We aim to treat everyone equally and fairly to ensure that no job applicant, employee, worker or customer is discriminated against on the grounds of a protected characteristic as defined by the Equality Act 2010.

Each of our companies in the group has a policy on the provision of equal opportunities for all, and we ensure that employees understand our commitment through training – in 2021 and 2022 we ran ‘Diversity, Equality and Inclusion’ courses in the UK and Ireland.

Whilst our approach to Equality, Diversity, and Inclusion is still a ‘work in progress’ – we try hard to make our culture an inclusive one where employees voices are valued. We do this in a structured way through employee surveys which are run on a periodic, confidential basis to get the true thoughts of our staff. In the UK, the latest survey showed that 91% of employees felt that they were treated with fairness and respect by their line manager and more than 85% considered that discrimination was not an issue in our workplaces.

In this traditionally male-oriented industry we are taking action to improve our gender balance. For example, 5 of the 12 places on our most recent Leadership Development programme (‘LDP’) – where our directors of the future are developed – were taken up by female colleagues. We also support International Women’s Day, when our Irish companies welcome students from the local all-girls school, Coláiste Bríde, into the business to provide insights into the various career options in the industry.

As well as the gender balance of our workforce, we also collect and monitor other diversity data in order to assess our progress, including age and ethnicity information. Beyond the focus on data, the multicultural nature of our workforce was shown recently when we discovered that amongst our UK and Ireland based staff, we have 30 nationalities representing six of the seven continents across the globe.



# People Development

There is a vast wealth of knowledge and expertise across the Group, not only in technical design and engineering but also in our factories and within our site installation teams. This expertise is a significant attraction for those considering a career with us. We have many individuals with decades of knowledge, keen to pass this on so that we have a pipeline of talent, ensuring the sustained success of The Clarison Group into the future.

In the last couple of years have launched structured development programmes in several areas. We've invested significantly in creating our Leadership Development programme ('LDP') where talented employees from across the group undertake several weeks of intensive training.

Our graduate trainee programmes have also proved very successful, with structured programmes in Design Engineering, Quantity Surveying and Project Management. The Design scheme in Dublin previously gained recognition by winning the 2020 Irish Construction Industry award for the Graduate Training Programme of the Year.

The focus on ensuring that we attract, retain and develop young talent continues with traineeships and summer internships also being developed and offered in our companies.

This investment for the future will help to secure the status of our business as a powerhouse of the Facades and Architectural Glazing industry.





# Supply Chain Sustainability: Employee & Business CPD

In 2022 we joined the Supply Chain Sustainability School, including assessment for Sustainability, Management and Digitalisation. These assessment have moved us from to member to Bronze level and we now have a Learning Plan with webinars and training material to be carried out by The Clarison Group staff to increase knowledge and awareness based on our assessment score.

Once completed, this Learning Plan will allow the business and its employees to move to Silver. The assessment showed that our group had above average knowledge within the School and Our Sector, within the areas in which we need to develop further being those in which our business do not typically have an impact, but where we are eager to learn.

This learning plan covers areas such as Biodiversity, Whole Life Costing and Global Water Footprint. In 2023 we will be encouraging all employees to become members of the school to widen our knowledge even further.



BRONZE

SUPPLY CHAIN SUSTAINABILITY  
**SCHOL**





# Governance





# Overview

To ensure we have robust & consistent policies and procedures in place across The Clarison Group, we share best practice across each of the companies and also within each function of the organisation.

In order to achieve this we have various internal Group level policies, committees and steering groups in place to drive governance including the Group Risk Committee, a Group Remuneration Committee, an HSE Committee, Social Committees and a Group Collaboration Committee. (Further details of these can be found within the tables on pages 30 & 31)

We also have external governance in place to ensure that our activities are carried out to recognised standards.

Businesses within The Clarison Group hold accreditations to the ISO9001, ISO14001 and ISO45001 standards where the relevant Internal Management Systems are audited.

Our factories are also audited against PAS24 and we also hold accreditations with Achilles where all of our business activities are audited.





# Policies

POLICIES	WHY THIS IS IMPORTANT
<b>ESG, CSR &amp; Sustainability Policy</b>	<p>The Clarison Group takes its ESG, CSR and Sustainability responsibilities seriously and is committed to understanding, managing, and monitoring its environmental and social impacts. Each of The Clarison Group Business Units has Guiding Principles or Core Values that embrace ESG, CSR and Sustainability.</p>
<b>Equal Opportunities Policy</b>	<p>We are an inclusive organisation committed to fairness, equality of opportunity and diversity in all our employment practices, policies, and procedures. We are committed to ensuring we have a healthy and educated workforce whose views are listened to and respected.</p>
<b>Anti-Slavery Policy</b>	<p>Across The Clarison Group, we understand that modern slavery is a crime as well as a violation of fundamental human rights. We strongly condemn any forms of slavery, including servitude, forced labour, and human trafficking, or any form of work where an individual's freedom is compromised for company profit. We fully support the government's objectives to eradicate modern slavery and human trafficking, and are committed to conducting our dealings with customers, suppliers, employees, and the communities in which we are based with the utmost integrity.</p>
<b>Conflict of Interest Policy</b>	<p>The Clarison Group recognises the importance of adhering to the principles of ethical business conduct in the successful delivery of its activities and is committed to operating its business both sustainably and responsibly. This policy sets out what should happen if a person working within The Clarison Group has an actual or perceived conflict of interest, who should be informed, and what process should be followed.</p>
<b>Gifts &amp; Hospitality Policy</b>	<p>Our ability to do business and our reputation relies on conducting our business to high ethical standards. Therefore, it is important to operate in a transparent way, fully complying with the law, and ensuring our employees work in an honest and corruption free environment. The policy sets out our approach to gifts and hospitality and the standards that we expect our employees, contractors, agents, consultants or any others working for/on behalf of The Clarison Group to uphold in all companies across The Clarison Group.</p>

# Committees & Steering Groups



## COMMITTEES & STEERING GROUPS

## WHY THIS IS IMPORTANT

### ESG & Sustainability Steering Group

As a market leader, it is our responsibility to address the reduction of carbon and by doing so it gives The Clarison Group a competitive advantage, its attractive to our clients by assisting them to achieve their targets and attractive to our employees. Developing our sustainability goals also aligns with our purpose to be more sustainable than our competitors.

### HR Diversity & Inclusion Steering Group

The group was created to ensure that The Clarison Group makes progress with its diversity and inclusion agenda. It supports the development of strategies and best practices in order to help embed equality, diversity and inclusion across the companies. It also has a key role in monitoring and reviewing EDI data to assess on a periodic basis the success of our initiatives.

### Social Committee

At The Clarison Group we understand and appreciate the need for a Social Committee and so we created our group not only to boost morale in the workplace but also to enable us as a business to support local charities. We therefore engaged with our workforce and gave them the freedom to nominate charities close to their hearts, who The Clarison Group can then support throughout the year. Through staff BBQs, fundraising days, monthly cash prize draws and bake sales we have raised vital funds to help those within our community, by giving back funds to aid their incredible work and with the added benefit of giving our employees various activities and events to look forward to.

### Group Risk Committee

Being a “lower risk” solution provider is one of the three pillars of the Group’s value proposition. The sustainable business model of the Group is underpinned by the Group Risk Committee which adds an extra layer of governance and oversees and ensures that individual companies do not take on risks that are not fully understood or managed. There are a series of trigger criteria in place which indicate when escalation of an issue to the GRC is required.

### IT Steering Committee

The IT Steering Committee (ITSC) is responsible for guiding, evaluating, and endorsing IT strategic plans and supervising significant initiatives to ensure that they correspond with the group’s business strategy and objectives. While it does not participate in the day-to-day management of the IT organisation, the ITSC determines IT priorities for the entire group. With representatives from all group businesses, as well as Elaghmore and IT management, the ITSC members are empowered and authorised to make strategic decisions.

### Group Collaboration Committee

Group Collaboration Projects were implemented to provide The Clarison Group the platform to share the wealth of experience and knowledge across the 5 brands within the group. The purpose of the Group Collaboration Committee is to review progress of any current Group Collaboration project and Business Unit Improvement projects, to make decisions with regards to any potential initiatives to be implemented within these projects and to discuss any potential future projects.

### Group HSE Committee

This group aims to ensure that our commitment to ‘zero harm’ is translated into reality in the workplace by meeting regularly to review health and safety matters in order to drive improved performance in the strategies, policies, working practices and performance of the Group in relation to H&S.

### Group Remuneration Committee

The committee sets the remuneration & benefits policy for directors across The Clarison Group and approves and monitors the level and structure of remuneration at leadership level. It also ensures that senior reward mechanisms align with Shareholder interests and the success of the business.



# Acknowledgement and Resources





# Acknowledgements

## Project Team



**Rebecca Kirkham**  
Business Transformation  
Director

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**Paul Gregson**  
Group HR Director

## Research Team



**Claire Hatton-Airey**  
Process Coordinator

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**Jasmine Thompson**  
Marketing Manager

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**Heather Foy**  
HSEQ Manager

# Resources

**Advisories**



The 'Advisories' section features three logos. On the left is the 'Go Climate Positive' logo, which includes a stylized tree icon and the text 'Go Climate Positive'. In the center is the 'SUPPLY CHAIN SUSTAINABILITY SCHOL' logo, with 'SCHOL' in large, bold letters and a circular graphic element. On the right is the 'SUSTAINABLE ADVANTAGE' logo, featuring a stylized human figure icon and the text 'SUSTAINABLE ADVANTAGE'.

## Our brands





# ESG Report

2022



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