

Sustainability Policy

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Civil
Structural
Highways
Geotechnical
Environmental

Our Responsibility

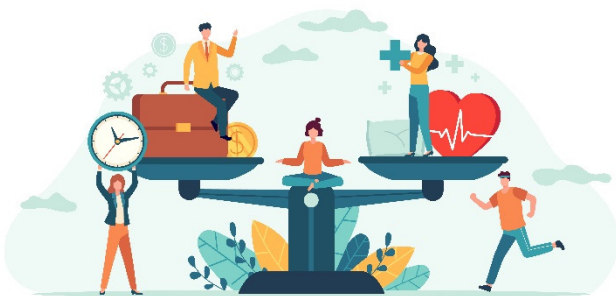
As a business we are fully aware of the climate change issues which we currently face and recognise our responsibility in contributing towards the solution. We have a duty to reduce our direct and indirect carbon footprint with the aim of working towards a more sustainable future.

We have established core objectives which define how we aim to achieve this.

Health & Wellbeing

The physical and mental health of our employees is of fundamental importance to us and we aim to promote a healthy working environment in a sustainable way. Our policies which we offer to our employees to promote wellbeing are:

- Cycle to work scheme – we are enrolled with a cycle to work scheme and offer all of our employees the option to lease a bike and equipment through the salary sacrifice scheme.
- Remote working – we are fully equipped for remote working, with each employee provided with a laptop and additional screens and equipment to set up a comfortable home office.
- Flexible working hours – we recognise that employees need to be flexible in their working week due to various external factors such as childcare and appointments. We do not have 'core' hours where employees need to be working and instead adopt a flexible working approach which allows our employees to restructure their week to best suit their home and lifestyle needs.



Direct Environmental Impact

Our day-to-day business operations directly contribute to carbon emissions, and it is our aim to minimise this as much as practically possible. We have a number of actions which we aim to implement in order to achieve this.

- Business travel - We encourage the use of public transport for site visits and day to day meetings.
- Carbon offsetting - Any business trips which have no other option than using a car, we offset the mileage.
- Commuting - We encourage our employees to commute by public transport, walking, cycling or running. Our remote working practices also significantly reduces the number of commuting trips required each week.
- Paperless - We are working towards a paperless office.
- Waste – Waste which is generated by the business is recycled. E.g. paper, printing cartridges, computer equipment, phones.
- Electric car salary sacrifice – All employees have the option to purchase an electric car through the salary sacrifice scheme.



Indirect Environmental Impact

We are conscious that the decisions we make in our role as designers and specifiers have a fundamental impact on our surrounding environment. The building and construction industry accounts for up to 39% of worldwide carbon emissions¹. We aim to minimise our environmental impact through a number of key company measures.

- Knowledge base – we hold an internal library of products, ideas and methods which can be utilised on projects to benefit the environment and reduce carbon impact. The library is continually reviewed and updated as new ideas and products come to light. All employees are encouraged to contribute to the knowledge base.
- Regular CPD sessions are arranged with a focus on sustainability, to ensure we remain at the forefront of developments in a fast-changing industry.
- Efficient design – reducing ‘rationalisation’ and rounding up in our designs to prevent over specification, resulting in less core building material (steel / concrete).
- Careful specification - Using low carbon concrete mix designs in line with current developing national standards, ensuring the most suitable structure type is implemented through early stage optioneering assessments.
- Climate change – Developing drainage schemes in compliance with evolving legislation. Providing early input and design team co-ordination into initial concept masterplanning to implement source control SuDS wherever possible.



¹ 2019 Global Status Report for Buildings and Construction – International Energy Agency

- Monthly sustainability meetings – Internal office meetings to review and discuss current projects, Legislation and national standard developments, along with any new products. Our internal 'knowledge base' is subsequently updated with new information.
- Awareness – Ensuring clients are fully aware of options which may be available for a particular scheme that could improve the environmental impact / result in a lower overall carbon footprint.
- We have joined the 'UK Engineers Declare' initiative².



²www.structuralengineersdeclare.com

Future Intentions

We are committed to reducing our carbon emissions by 45% by 2030 and achieving net zero status by 2050 in line with the UK's net zero strategy³.

- For our direct environmental impact, we fully expect to outperform this and achieve net zero status sooner.
- For our indirect environmental impact, we aim to continue to develop our working practices in line with new sustainable products, methods and technologies which are constantly being developed to ensure that we are at the forefront of the sustainability movement and are doing our part within the wider global building & construction community.
- We are working towards obtaining ISO 14001
- We will continue to review and update our sustainability policy, where necessary on an annual basis



A handwritten signature in black ink, appearing to read "R. Harris".

Rory Harris

Date: 01/06/2024

³Net Zero Strategy: Build back Greener – HM Government October 2021