

TOTAL SOCIAL IMPACT VALUE FOR 2019-20 = **£6,038,824**



2019/20

CSR REPORT



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At FM Conway we are committed to ensuring that all our activities achieve the widest possible economic, environmental, and social benefits.

We are proud that our social value contribution has increased 53% to £6.03M since 2016.

Our family ethos and core values of care, innovation, integrity, and excellence underpin everything we do. It is through our CSR report that we hope to demonstrate and share our positive social impact.

We see our communities as an extension of our family business. They are not only where we operate but where our people live, where our children go to school and where we recruit our great people.

As part of this report we have engaged widely listening to the views of all our people, including our

apprentices, our customers, our suppliers, and our charitable and community partners.

The report highlights our continued commitments to supporting charities, promoting fairness inclusion and respect, providing careers and opportunities whilst ensuring safe and efficient working practices; and working with suppliers who uphold similar values.

This year we have launched a new ‘Sustainability Strategy’ which is aligned with the UN Sustainability Development Goals to help us deliver both our own sustainability ambitions and those of our clients.

We hope you enjoy reading our report.

Sharon Field
Head of CSR



ASSUMPTIONS AND LIMITATIONS

The values in this report have been generated using the open source National Themes, Outcomes and Measures (TOMs) Social Value Measurement Framework (TOMs 2020 – 1.0)

Barry Collins is an accredited social value practitioner

OUR SOCIAL VALUE



UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS (UN SDGs)

FM Conway is committed to supporting the UN SDGs, as demonstrated in our Sustainability Strategy, and throughout the report we will highlight activities that support individual or multiple UN SDGs.



WHAT WE DO



Established in 1961, FM Conway is a family run infrastructure services company, delivering vital services in transportation, the built environment and open spaces. In partnership with network operators, local authorities and private clients, we bring clear thinking, innovation and high-quality delivery to everything we do.

We are unique in our field, inwardly investing in our vast resource bank of land, facilities, products, plant and equipment for nearly 60 years. We have developed a self-delivery model, which combines in-house consultancy expertise with front line operational excellence. From initial inspection, through to design, delivery, refurbishment works and ongoing maintenance, this approach enables us to supply all of the services required to keep important transport infrastructure and open spaces operating effectively and efficiently.

Our manufacturing operations now boast 7 asphalt plants and we are the second largest asphalt producer in South East England. With a proven track record in sustainable construction we are working with Local Authorities and Network Operators to deliver Recycled Asphalt Pavement (RAP) with a higher recycled content than has previously been used.

Our commitment to innovation ensures that we will always look for a better way; and is best demonstrated in our growing social impact that we deliver to the communities we work and live within.



£19.26m in Social Value delivered since 2016

£6.03m
2019-2020

£5.18m
2018-2019

£3.93m
2016-2017

£4.12m
2017-2018

OUR SOCIAL INTERACTIONS



At FM Conway we have built a business based on inclusivity; working with our customers and suppliers to share challenges and solutions for our industry and engaging with our people and our communities to provide employment and training opportunities and healthy environments in which to live and work.

We support our customers in their social impact and environmental goals, often in terms of local employment and carbon reduction; aspirations which we then cascade into our supply chain. We also hold innovation days with

the supply chain where we share our challenges and ambitions to encourage better ways of working together. We engage with our employees through “Have your Say” our own engagement surveys and promote our ‘Big Idea’ innovation portal available to all stakeholders.

Our community partnerships are built on mutual trust and respect as we seek to support disadvantaged groups and increase social mobility.



WORKING
BETTER
TOGETHER

THE
**BIG
IDEA
AWARD
SCHEME**
INNOVATIVE
IDEAS
THAT
MAKE
A
DIFFERENCE

**BIG
IDEA**

**CONWAY**

**TELL US
ABOUT
YOUR
BIG IDEA**



WORKING BETTER TOGETHER

www.fmconway.co.uk/bigidea

OUR PEOPLE



As a family business, our people are our greatest asset; every day our skilled workforce supports, maintains and develops the UK's infrastructure. Our commitment to them is to provide unrivalled training, opportunities for career progression and a working environment where everyone is valued and feels engaged in living

and promoting our Vision and Values. One of our most important social impacts is in our Term contracts which enables us to advertise local jobs to local people, providing greater added social value to both our clients and our people.



Gus and his son Malcolm

CELEBRATING OUR PEOPLE

We celebrate the achievement of individuals and teams with quarterly rewards which are promoted in external communications. Long service rewards are in abundance and this year we were pleased to acknowledge the milestone of 50 years-service achieved by Gus Smith, Senior Contracts Manager, our colleague, friend and mentor.

CONWAY ACADEMY

Training is key to ensuring our people have the skills needed to deliver and exceed customer expectations with development opportunities provided for career progression. Our investment in a blend of internal and external accredited courses delivered over 25,000 training hours across the whole spectrum of roles and responsibilities during the year.

Our Management Development Programme provides the tools needed for our teams to successfully manage and lead projects. Our First Line Managers Programme enables supervisors to achieve a diploma in Leadership and Management at level 3, and an NVQ level 4.



HAVE YOUR SAY

During the year we carried out our annual employee engagement survey which is called "Have Your Say"

1,644 employees were sent the survey and 717 participated, providing a strong statistical basis for shaping strategy to meet our commitment to be a 'Great Place to Work'.

Highlights included 77% of those taking part saying they are proud to work for FM Conway, but equally important was the feedback on areas where our people would like to see us make improvements.



GENDER PAY GAP REPORT

At FM Conway we recognise that our gender pay gap exists due to an unequal gender distribution across the company. We have published plans to close the gap in our annual report and these are summarised below.

1. Building a pipeline for the future. We actively work with local schools and community groups in the areas in which we operate to raise awareness of the career pathways available both within our company and the wider industry. Our aim is to challenge preconceptions and encourage a more diverse workforce whilst making construction a first-choice career.

2. Promoting apprenticeships and work experience in our industry. We recognise that advertising our apprenticeships and work experience weeks is key to diversifying our workforce. Thus we have increased our social media activity and created material as a promotional aid, as we endeavour to break down the gender stereotypical job roles within our industry. Our female representation on work experience increased to 48% in 2019-20 and 21% of our current apprentices are female.

3. Promoting fair and inclusive recruitment practices. All members of our recruitment team and hiring managers are trained in fairness, inclusion and respect. Disability confident training is also delivered as part of our 'Disability Leader' programme. Our investment in an 'Applicant Tracking System' (ATS) ensures all applications can be processed and managed fairly.

4. Supporting learning, promotion and retention. A variety of progression pathways in all disciplines are advertised and equally offered to all employees. Included in our programmes are accredited management, leadership and development opportunities, delivered by external expert providers. Our e-learning platform provides additional flexible access to courses.

PEOPLE FIRST : GO HOME SAFE



People First is our commitment to ensuring that our people go home safe, healthy, and well at the end of each day.

This year we introduced The Big Ten in 10, which is our 10-year strategy for eliminating the 10 biggest risks that have the potential to cause life-changing harm.

Where elimination of risk is not an option, we aim to have a number of safety critical controls in place for each Big Risk activity in order to create an environment where people can remain safe and healthy.

These controls will take full advantage of digital and technological advances to provide a high level of physical, electrical, and mechanical protection.



Temporary Works



Safe Digging Practices



Subcontractor Control



Working at Height



Occupational Health



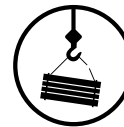
Confined Spaces



Traffic & Pedestrian Interface



Isolation & Guarding



Lifting Operations



Occupational Road Risk

WELLBEING

- Weekly health communications focusing on fatigue management, occupational health, dust/silica, noise, hand arm vibration, stress management and mental health
- Flu vaccinations for all LGV, heavy plant and confined space operatives
- Wellbeing stand down days with guest speakers
- Employee nutrition and fitness clinics with an external expert
- Safety critical medicals
- Access to 'Workplace Options', our employee assistance programme.
- Access to 'Construction Industry Helpline' 24/7 operated by Lighthouse Club

43 FM Conway employees have been trained as Mental Health First Aiders

LET'S START THE CONVERSATION - MENTAL HEALTH CAMPAIGN

FM Conway has worked alongside industry partners to deliver over 2,000 'let's start the conversation' sessions within our business. These sessions highlight potential mental health issues encouraging our people to be aware and supportive of colleagues who may be struggling with their mental health.

"We want to make FM Conway an organisation where, if you are experiencing tough times, you feel there are people you can talk to and that you are part of an organisation that will support you."

Andrew Cox - SHEQ Director, FM Conway



ADDRESSING MODERN SLAVERY

Our Modern Slavery Statement is supported by a series of multilingual training and information leaflets available at induction and annual mandatory training. This is part of the work we undertake to ensure we are active and vigilant in combating modern slavery.

Our Modern Slavery statement can be found on our website at www.fmconway.co.uk

A GREAT PLACE TO WORK



SUPPORTING THE ARMED FORCES

Inclusion is an integral part of creating a workplace where people can flourish. Our partnerships with Phoenix Heroes and Veteran Owned UK demonstrate our ongoing

commitment to the recruitment and transition of ex-military personnel.

ARMED FORCES COVENANT

FM Conway is a long-standing supporter of our military reservists and veterans. In February, we held an armed forces insight day informing veterans of our employment opportunities. The day also provided practical workshops on CV writing and interview skills.

We have seen an increase of 100% over a 12-month period in the recruitment of veterans and are proud to have been recognised by the Ministry of Defence's 'Employer Recognition Scheme' as a Silver Award winner.



The Queen & Michael Conway MBE

ROYAL BRITISH LEGION INDUSTRIES

Royal British Legion Industries (RBLI) is a charity that provides employment, support, housing, and care to the British Armed Forces community.

Our work with the Royal British Legion Industries (RBLI) includes offering the opportunity to bid for commercial contracts to aid long term sustainability.

The Conway Charitable Foundation, in recognition of the RBLI's centenary, has just announced a 5 year £250K commitment to support the excellent work of this charity.

"FM Conway is proud to support the brave and dedicated men and women with their transition from service into civilian employment. Our people are our greatest asset and it is our privilege to welcome their skills into our family"

Wendy Bates - Central Services Managing Director

DISABILITY CONFIDENT LEADER

We were honoured in March 2020 to achieve the highest level of the Disability Confident programme which supports the Employment of people with disabilities.

Building on our earlier commitment to this agenda, we provided evidence and were audited to achieve Level 3; Leadership status.

Our previous dedication to providing work experience, internships and ultimately employment to people with disabilities is the foundation on which we have achieved Leader status.



FAIRNESS, INCLUSION AND RESPECT (FIR)

We are proud our workforce originates from over 40 different countries, which represents almost 25% of all countries globally.

At FM Conway we are delighted to both attract and retain a diverse workforce, with a family ethos that includes everyone.

However, we hope to build on this foundation as it is just the start and look forward to championing the programme with other companies and sharing best practice. We are already looking at the creation of e-learning modules with The Education People at Kent Supported Employment to help wider engagement with this great initiative.

"Disability Confident Leader reflects the drive and commitment of a company to truly provide the opportunities required for people with disabilities. It is not achieved by many organisations, and having worked closely with FM Conway over the last three years I can say they are truly deserving of this hard won accolade."

Mark Parrin - Employer Engagement Co-ordinator
The Education People, Kent Supported Employment

We firmly believe that this diversity is part of our strength, bringing different perspectives and skills, supporting the flow of new ideas and innovation, and providing a vibrant workplace in which to work.

A blended approach to FIR training includes e-learning provided by Supply Chain Sustainability School, FIR Ambassador training and various specialist workshops and toolbox talks, including Disability Confident training.

LONDON CONSTRUCTION ACADEMY



LONDON CONSTRUCTION ACADEMY (LCA)

The London Construction Academy plays a great role for both the construction industry and unemployed people living in and around the capital. Based on an original idea from FM Conway, the London Construction Academy's course is funded by the Worshipful Company of Paviers and run by Southwark Construction Skills. The free two week course provides the knowledge and certification required to access employment in the construction industry, as well as providing advice and guidance on longer term career options in the construction industry.

The course receives referrals from agencies dealing with the unemployed, the homeless and those going through various forms of rehabilitation and offers a tangible route back into work for people with very diverse backgrounds and experience. Costs for travel and subsistence are also provided.



"The course taught me so much more than I thought it would. Dean the tutor was excellent and made you enjoy the process of learning" Jack, course graduate

"My confidence has grown so much because of the course, it's been amazing" Ahmed, course graduate

"I feel equipped and confident now to go out and get work" Kamal, course graduate

RECOGNITION FOR GRADUATES OF THE LCA

We were delighted to see three of our employees, former graduates of the London Construction Academy, receive recognition from the Worshipful Company of Paviers' 'Joint Master Certificate Awards'. The awards were presented by the Lord Mayor of London and the current Master at a ceremony at Mansion House in March 2020.

Maggie Taylor, Aggregates and Asphalt Commercial Apprentice, won an Apprentice Award.

Jason Ward, Westminster Trainee Supervisor, and **Jacob Bunting**, Accounts Assistant, both won Craftsman Awards.

These prestigious awards reflect the excellent career paths open to young people following their graduation from the London Construction Academy.



A Passport to Employment *"I am proud that the graduates from the LCA have achieved these awards. After completing the course which was delivered by Southwark Construction Skills Centre on behalf of the Academy, each gained employment at FMC between 2014 and 2019 and are successfully progressing their careers".*

John White MBE - CEO Southwark Construction Skills

APPRENTICESHIPS



At FM Conway we like to be a little different, so at our annual graduation event we decided to take a rather unique approach.

TOA motivational speakers provided a cultural workshop through the traditional Maori Haka which is perhaps most often seen in this country before international rugby games. The leaders surprised the apprentices with a Haka and shared its history with the spirit of teamwork and bonding that it reflects.

This important message of working 'better together' was delivered at a time of celebration and progression as our apprentices advanced in their career pathway as trainees. This memorable day culminated in the apprentices performing their Haka before receiving their awards from Andrew Hansen, Operations Managing Director.



APPRENTICESHIPS - IT WORKED FOR ME!

"After my first interview, FM Conway had decided to put me in the Structures Team in the Consultancy Division, as this was the place that best matched what I wanted to do. Two years down the line, after finishing my apprenticeship I'm still enjoying what I do. An apprenticeship was certainly the right route for me and I have just been promoted to an engineering technician."

Jared Humphries



WORKING BETTER TOGETHER



SOCIAL IMPACT TOTAL VALUE

ENVIRONMENT
£1,359,252



Our commitment to the environment has achieved a 6% reduction in Intensity Tonnes of Carbon, per £1M of turnover. The development of Recycled Asphalt Pavement has seen various successful trials with up to 80% recycled content.

FM Conway was delighted to win the 'Waste Management and Recycling Programme of the Year' in the 2019 Better Society Awards. Based on our industry-leading recycling of aggregates and the water saved at our Drainage Treatment Plant.

EMPLOYMENT
£3,915,537



Providing work experience, internships and employment opportunities for, as well as championing the rights of, people with disabilities has led to us being one of the few construction companies to be awarded Disability Confident Leader status.

We value the diversity and skills of our workforce who originate from over 40 different countries and now live locally in the communities we serve.

FOR 2019 & 2020 = £6,038,824

TRAINING, SKILLS & APPRENTICESHIPS
£554,229



We are proud to have successful programmes in place encouraging career progression. This year we retained 100% of our graduating apprentices, a further 20 entered the second year of their programme, and 75 employees are on career development pathways levels 2-6.

Our People First commitment has driven our mental health programme in which we have trained 43 Mental Health First Aiders and have delivered over 2000 'Start the Conversation' sessions.

COMMUNITIES
£209,805



We are actively involved in many programmes including the London Construction Academy which assists unemployed people in training and exploring career pathways in our industry.

The Conway Charitable Foundation has supported the Armed Forces through donations to Royal British Legion Industries. We have hosted employment initiatives and were pleased to achieve the Armed Forces Silver Award.

We intend to expand on our pioneering collaborative work experience programme with Sevenoaks Chamber of Commerce by working with our supply chain, partners and clients.

THE CONWAY CHARITABLE FOUNDATION



THE CONWAY CHARITABLE FOUNDATION

Formed in 2013, our Charitable Foundation was created to offer financial support to local charities and organisations that were most in need. The Foundation has donated **£520K** to worthy causes since it was founded.



THE NORTH KENT DISABLED FOUNDATION

The North Kent Disabled Foundation has been carrying out excellent services for local people with disabilities by delivering accessible activities, ranging from bingo to flower arranging and woodwork.

"Being an ex-employee of FM Conway I knew their commitment to local communities and so had no hesitation in approaching them in our hour of need. I was not disappointed"

Keith Reddy - North Kent Disabled



THE BUBBLE THEATRE

A £10,000 donation was made to the Bubble Theatre in London. The Bubble Theatre aims to provide the artistic direction, skills, environment, and resources to create inspirational, inclusive, involving theatre which shares stories that animate the spaces of the city and the spirits of its citizens.

ROYAL BRITISH LEGION INDUSTRIES

Royal British Legion Industries (RBLI) is a charity that provides employment, support, housing, and care to the British Armed Forces community.

The Conway Charitable Foundation has made a 5 year commitment to support the excellent work of this charity, which will amount to £250,000.



MY DREAM

'My Dream', is Michael Conway's personal initiative that offers financial assistance to colleagues and their families to help them achieve their goals or to assist those in need. Michael considers all applications personally, making three awards annually.

The worthy recipients this year included an employee who wanted to train for his HGV 2 licence, which was a career advancement, a colleague who received support for repair works to his family home to assist a family member with a disability whilst the final recipient has chosen to remain anonymous.

LIGHTHOUSE CLUB



We are continuing to pledge our support to the Lighthouse Club, the only charity that provides financial and emotional support to the construction community and their families, with a donation for every near miss reported in our business. Near miss reporting helps to reduce the chance of on-site accidents and we are proud that this also extends to supporting our fellow construction colleagues.

Mental health has been a keen area of focus for the Lighthouse Club and our donations in 2019/20 have amounted to £40,000, which has helped to support families of construction workers that have suffered injury or loss through work.



2,616



Families supported through crisis

£411,962



Delivering our Building Mental Health programme

£703,641



In charitable giving and support

£21,247



Development of our Construction Industry Helpline app

"FM Conway is a much valued and longstanding supporter of the Lighthouse Club and it was a pleasure to speak at their supplier event to try and engage even more companies"

Bill Hill - CEO, Lighthouse Club

COMMUNITY ENGAGEMENT

SUPPORTING MEDWAY FOODBANK

As part of our engagement on the Rochester Bridge Refurbishment Project, FM Conway has supported local communities wherever possible. We were delighted to assist the Medway Foodbank with a selection of long-life foods and other necessities, such as nappies and cleaning products.

Sue Threader, Bridge Clerk (Chief Executive) at the Rochester Bridge Trust, explained *"We are working hard to minimise any negative impact of our refurbishment works on the community, and it's good to make a positive impact too. This donation was organised and delivered by FM Conway and we were pleased to be able to mobilise our staff and other contractors to give generously."*

Matt Smith, Structures Director at FM Conway commented *"We collected donations at our head office and at the site office for the Rochester Bridge Refurbishment Project, before adding in the Trust's goods and delivering everything to Medway Foodbank. Winter can be a particularly difficult time of year for those in need and so we hope our offering will help to make a difference."*



STREET SOCCER AND GOAL 17

We have continued our successful partnership with the Street Soccer Academy, which uses soccer as a way of engaging with 16-24 year olds 'at risk' in the community, and the award winning Goal 17 mentoring programme championing social mobility. The most recent programme, run in conjunction with Maidstone FC, provided life-changing opportunities for another 10 young people.

"The course has been fantastic. I've loved it, everyone including coaches were supportive. My confidence has improved massively." Billy 2019

"The support we have received from FM Conway has been exceptional"

Keith Mabbutt - CEO, Street Soccer



EDUCATION



ENGAGING WITH EDUCATION

Our schools, college and apprentice engagement programme has gone from strength to strength, with FM Conway attending over 30 events engaging directly with over 3,000 people over the last 15 months.

SEVENOAKS CHAMBER OF COMMERCE - COLLABORATING ON WORK EXPERIENCE

Working with FM Conway, members of Sevenoaks Chamber piloted a creative new idea in 2019 and in partnership with a number of their member companies offered a 1 week work experience course that provided local young people with the opportunity to get a flavour of working in ten different organisations. Business such as a Funeral Home, Specsavers and Biggin Hill Airport offered young people a ½ day insight into the types of careers offered by different companies.

“It can be difficult for smaller companies to offer a full week work placement, so we thought why not join together to give local students an insight across a whole range of organisations and career paths. The young people gained a lot from it and I am sure we will run the programme again next year”

Sharon Field - Head of CSR, FM Conway



(Front Right) Vickie Bathe FM Conway Civil Engineering Apprentice invited to represent the Mayors Construction Academy

A PEER TO PEER APPROACH

Each of our apprentices is committed to attending career and school events throughout their apprenticeship. This ensures that students, parents, and educators hear first-hand what it is like to be an apprentice at FM Conway and also improves the communication skills of our apprentices. In addition, our apprentices have the opportunity to become peer mentors to new recruits.

INSPIRE SCHOLARSHIP PROGRAMME

Our Inspire Scholarship Scheme offers undergraduate students the opportunity of work experience and sponsorship to support their university studies in construction, civil engineering and asphalt and materials technology. By joining the Inspire Programme, students receive up to three years sponsorship with eight weeks paid work experience during the summer, following years one and two of their studies. An Inspire Mentor will also support their experience and learning during their time as a student.

CHAMPIONING WOMEN IN OUR INDUSTRY

At FM Conway we have made great progress in recent years to attract more women into the industry. This starts at grassroots level, ensuring that the messages about the extensive range of careers and opportunities that exist within FM Conway and the wider industry, reach all areas of our community. We are, therefore, delighted to see the increased percentage of females taking up work experience with the company and considering the industry for future employment.

A RISING STAR!

Entered in the 'We are the City' Rising Star Awards, Harriet Pyne is a Quantity Surveyor delivering highways maintenance projects at FM Conway as the only female Commercial Lead in Highway Maintenance. Harriet is highly thought of by her team and has relished the additional responsibility she has been given since joining FM Conway. What has impressed her colleagues in particular, however, is that she has maintained this level of responsibility and valued contribution at work whilst achieving a First-Class degree in Commercial Management with Quantity Surveying at London South Bank University.

As Harriet is also passionate about encouraging girls to think of construction as a first-choice career she has supported FM Conway's Female Work Experience Week, which aims to illustrate the diversity of roles available to women in the industry.



AN APPRENTICESHIP BEYOND EXPECTATIONS

Louise is in her second year of her Civil Engineering degree apprenticeship and it has more than met expectations.

"I wasn't expecting to be given as much responsibility and trust so early on into my career, which has been really good in helping me to progress. I am lucky to have been given a range of responsibilities so far on the various projects I have been involved in, from site supervision roles to my current involvement in the planning of the Rochester Bridge project. I am looking forward to a future in the industry".

Louise Chenery

ROAD SAFETY



ROAD SAFETY

FM Conway has actively championed improvements in road safety, for which our CEO Michael Conway was awarded an MBE.

We take a comprehensive and collaborative approach to road safety, partnering with organisations, trialling new safety equipment and innovative solutions.



PARTNERSHIP WITH BRAKE

FM Conway is proud to have partnered with the road safety charity, Brake. Road crashes are the single biggest killer of those aged 5-29, with 1.35 million people dying worldwide on the roads last year. To help to combat this, the new partnership between FM Conway and Brake will see the two organisations raising road safety awareness together to ensure progress towards our shared goal of zero road deaths and injuries.

The partnership will be one that takes FM Conway forward as an industry leader in the area as we continue to implement innovative solutions to the ever-present dangers across the road network. The new alliance saw both organisations team up for Road Safety Week from 18-24 November, the UK's biggest annual road safety event, inspiring individuals and organisations to raise awareness and engagement for safety and wellbeing during that week and into the future.

"Road Safety Management is of paramount importance to us. FM Conway's demonstrable experience in road safety coupled with their commitment to continual improvement and investment, will help us to deliver our road safety strategy."

Paul Chadwick - Director of Environment and Community Services for Richmond and Wandsworth Councils



EXCHANGING PLACES

A long-standing partnership between the Metropolitan Police and FM Conway helps cyclists and lorry drivers better understand the dangers and issues on London's roads. Up to a dozen events a year are held, where FM Conway provides a lorry and driver for a 2 hour period to a London location. The Police and Transport for London (TfL) invite cyclists to sit in the cab of the lorry to better understand the vision of the driver, the size and movement of the lorry and achieve a greater insight into how cyclists and large vehicles can better share road space.

Engaged over 250 cyclists at events

"Road safety is a massive issue nationwide but especially in the capital and we are delighted to help wherever we can"

Peter Parle - Transport Manager, FM Conway

SUSTAINABILITY STRATEGY



At FM Conway, our commitment to sustainability has been demonstrated over the past 30 years through our continued investment in sustainable infrastructure; and our manufacturing operations now produce recycled aggregate, recycled asphalt, recycled concrete and recycled gully waste. Our Technology Centre, located next to our Bitumen Terminals, produces asphalt with a high recycled content that is currently being trialled by local authorities and network operators. Most recently Recycled Asphalt Pavement (RAP) with 80% recycled content was trialled by Westminster City Council

To drive this continued progress, and recognising that sustainability is much a much wider issue, we have launched our Sustainability Strategy for 2020 to 2025; The strategy is structured under three headings of Planet, Purpose, People and is directly aligned to the UN SDGs. Whilst we impact on each of these goals, we have chosen to focus our efforts on those where we believe we can deliver the most positive benefit. Encompassed in the Sustainability Strategy is our Carbon Strategy which will help us deliver a carbon neutral position by 2045 at the latest, 5 years ahead of the Government target. We have base-lined our current performance and set challenging targets for the future; the joining up all the functions of the business and directly engaging our people will inspire us to go further, faster.



The strategy is structured under three headings of Planet, Purpose, People: underpinned by seven goals.

PLANET

1. To be pro-active on climate change reduction and operate with a high level of environmental stewardship.

PURPOSE

2. To deliver economic growth and decent work for all, benefiting all our stakeholders.
3. To continue to champion innovation.
4. To provide sustainable solutions for our customers and communities.

PEOPLE

5. To promote health and wellbeing for all.
6. To offer training, development and educational opportunities to our people and our communities.
7. To promote equality in all we do.

THE CIRCULAR ECONOMY



OUR CARBON PERFORMANCE

FM Conway is embarking on a comprehensive carbon strategy targeting net zero carbon by 2045 and a 10% absolute reduction in carbon over the next 5 years.

Note. We have taken a more comprehensive approach to calculating our carbon emissions, figures from prior years have been recalculated to show a consistent picture and trend analysis.

We are proud to have reduced our Intensity tonnes of CO₂e per £1m turnover by 6%.

Year	2017/18	2018/19	2019/20
Total Tonnes CO ₂ e	50,768	51,249	49,995
Turnover	£490m	£497m	£521m
Intensity Tonnes CO ₂ e/£1 Turnover	104	103	96

(Includes internal turnover)

A full summary of how these savings were achieved are detailed in our Carbon Footprint Report 2019-2020

PUTTING THEORY INTO PRACTICE - BETTER SOCIETY AWARDS

FM Conway was delighted to win the 'Waste Management and Recycling Programme of the Year' in the 2019 Better Society Awards. Based on our industry-leading recycling of aggregates and the water saved at our Drainage Treatment Plant, the judges felt our programme was an excellent example of the circular economy in action.

"It is fantastic to win an award that reflects so well on the efforts of so many people and the vision and values of the company".

Sharon Field - Head of CSR



MATERIALS INNOVATION

We aim to develop our materials' portfolio to deliver sustainable solutions to meet the evolving needs of the construction industry. Our UKAS (United Kingdom Accreditation Service) accredited laboratories are equipped with the most up to date testing equipment.

We test the performance and quality of concrete, aggregates, bitumen, bituminous mixtures, and road pavement cores. This ensures all our asphalt, concrete and aggregate products meet industry quality and performance standards.

THE CIRCULAR ECONOMY COMES TO THE M25

Current highway design standards allow for UK motorway surface courses to contain a maximum of only 10% recycled material. However in September 2019, FM Conway supplied an asphalt surface course to be laid on the M25 that contained 50% recycled asphalt pavement.

The success of this project paves the way for greater use of recycled material on UK roads, which could result in huge environmental benefits across the UK's trunk road and motorway network.

We recycle 98% of highways arisings at our unique static crushing, washing and grading plants. The Recycled Asphalt Pavement (RAP) is used in our local asphalt plants to supply construction sites across London and Southern England

"Quarries and bitumen won't last forever, but there is a quarry out there - in the form of existing roads"

Michael Conway MBE

NET ZERO CARBON



OUR CARBON STRATEGY

As we begin the decade seen by many as being the decade of the environment, we are determined to build on our excellent sustainability performance to deliver substantial carbon reductions over the coming 10 years as part of our longer term commitment to be operationally net zero carbon by 2045.

Engaging all parts of the business, we intend to be at the forefront of technological developments as they become available looking at all aspects of our operations and working with our partners to deliver a low carbon business model.

COLLABORATING ON CARBON

Our new seven-year contract with Merton Council demonstrates how an existing long-term relationship can be refined to support a client's wider ambitions, in this case to be a leader in the low carbon economy.

FM Conway already recycles 100% of Merton's used road material, and we will now work with the borough's climate change officers to reduce transport emissions. The new contract also includes a joint innovation forum to develop new ideas to cut costs and carbon.



DELIVERING ON THE ENVIRONMENT

ROCHESTER BRIDGE PROJECT

Living up to our values and environmental commitments, since the beginning of the Rochester Bridge project, our teams have recycled 100% of excavated asphalt and concrete totalling 318.4 tonnes. In addition, to date 100% of metal waste has been recycled.

OUR APPROACH

"At this stage it is simply looking at current best practice and the 'art of the possible' for the future. Innovation is in our DNA and, therefore, we approach the issues as an exciting challenge and look forward to seeing what it may bring".

Andrew Cox - SHEQ Director

WORKING WITH OUR SUPPLY CHAIN



FM Conway held its second Supplier Sustainability Event in September 2019, building on the success of the previous year’s event. The event was based around health and wellbeing in its broadest context and benefited from some excellent speakers:

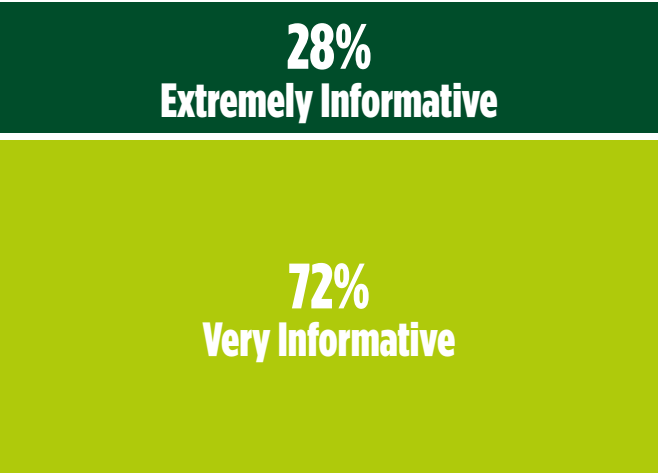
The Lighthouse Club - Bill Hill, CEO, outlined the outstanding work of the charity in helping those suffering hardship or loss through accidents in the industry; as well as the pro-active approach they were taking on mental health.

The London Borough of Hammersmith and Fulham – Ian Hawthorn, Assistant Director Environment Special Projects and Highways, spoke on the wider impact of managing the environment, green space and open space, on the health and wellbeing of communities and how partnership with FM Conway and its extended supply chain can help deliver this vision.

Mark Parrin, Kent Supported Employment Coordinator, spoke of the work of the organisation and the potential talent pool of people with disabilities in the community. Mark also outlined the positive partnership with FM Conway which has led to the company achieving Disability Confident Leader status.



James Head - speaking at the supplier event



Feedback from Suppliers

“The programme has been widely welcomed by suppliers and customers alike, it is driving interest and innovation. I am delighted with the progress that is being made”

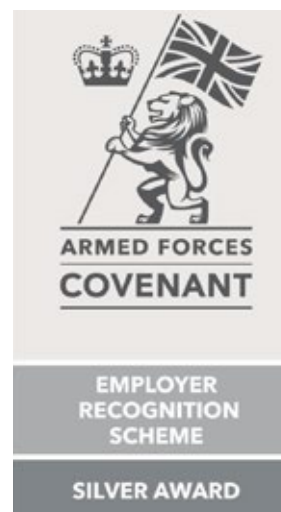
James Head - Head of Procurement, FM Conway

AWARDS AND ACCREDITATIONS



Corporate Social Responsibility, and the social and environmental benefits it delivers, are key factors in providing added value.

Comprehensive sustainability strategies will help us to measure our progress in every aspect of our operations going forward and our commitment to communities, and sharing best practice, will remain a priority for our company.



JOIN OUR FAMILY

www.fmconway.co.uk/careers-hub





CARE

As a family business we act
with care and compassion



EXCELLENCE

Great people delivering
great work, always



INTEGRITY

A business committed to
doing the right thing



INNOVATION

Our passion is to always
find a better way