



**Connecting our
sustainable
future**



“We believe there’s an opportunity in every aspect of our business operations to help realise the far reaching benefits of a sustainable future.”

Rob Sparkes
CEO, Matrix Group

Connecting the future

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Our commitment

Our vision is to be the strategic energy partner of choice, putting our people and customers first to deliver sustainable power and service solutions.



Working as a utility infrastructure provider, we take our environmental social governance (ESG) responsibilities extremely seriously. Through our design and operational activities we energise developments, bringing them to life for our customers – and are often responsible for their ongoing supply of power. We appreciate the significance of our work and its potential impact across the scope of the ESG agenda. To address this, we emphasise the importance of early and close collaboration with our clients, enabling sustainable solutions to be identified wherever possible.

Environmental

We rely on the environment, so it's important for the sustainability of our business that we protect and enhance it.

Social

We work to develop strong relationships based on mutual trust, respect and an understanding of the impact our work has on everyday lives.

Governance

Being open, honest and transparent about what we do and how we perform is key to building and maintaining trust and legitimacy.

Our approach



The United Nations has published 17 Sustainable Development Goals (UNSDGs) – widely recognised governance structures which have been adopted by countless organisations across the globe. The 17 Goals recognise the strategies needed to secure a sustainable future for people and the planet. We've identified five of these to support the development of our own ESG planning:



We've considered these priorities alongside our own assessment our Group needs to focus on, as we work towards achieving **net zero carbon by 2030**.

Our framework

Considering the purpose of our organisation, the people we interact with and the work we deliver, **our ESG strategy is built around three strong pillars:**

1. Prioritising safety and minimising risk across our work

The nature of our work has risk associated with it, at every level. Whether it's our conduct when working on site, challenges related to the timely energisation of a development, or the reliable supply of materials needed to deliver a contract. We manage our risks proactively and according to a suite of Health, Safety and Environment Management Systems which, with appropriate mitigation measures in place, form part of our Think Safe, Work Safe, Home Safe mind set.

2. Supporting, developing and empowering our people

Our people are our lifeblood. They're driving our future with their knowledge, expertise and passion to deliver on and exceed our customers' expectations.

Ours is a rapidly-growing organisation and with that growth, comes both challenge and opportunity. As our industry landscape evolves, we actively work to develop our people. As a close-knit Company, we have the advantage of being able to shape our teams to suit expertise and development needs, whilst retaining a keen eye on operational efficiency.

3. Working with our suppliers to deliver sustainable solutions

Energy is our business and we have an acute awareness of the demand for delivering sustainable solutions to our customers. This is also an area in which we can shine. From demonstrating product and service innovation, to influencing new customers and markets, we have an opportunity to embed sustainability at the heart of our operations. But for us, this must extend beyond the four walls of our organisation. We're actively working with our supply chain to ensure the same high standards of environmental, social and governance performance form the fabric of their delivery too.

Actions speak louder than words, and we have plans in place across our operations to ensure we're delivering on our commitments.

Our delivery

1. Prioritising safety and minimising risk across our work

Group policies



Meeting our responsibilities

We have a full suite of policies regarding how safety and risk must be managed within our organisation.

All are reviewed on an annual basis to ensure we fulfil our legal obligations, and to ensure they're kept up to date and are relevant.

Prioritise SHEQ

2022

Launch of Think Safe, Work Safe, Home Safe

This is our campaign to put wellbeing front of mind for every employee. As part of our aim to achieve a zero-incident culture we want every employee to think about safety in all they do. This means they should work more safely and most importantly, return home safely to their friends and family at the end of each day.

**THINK
WORK
HOME** | **Safe**



3

GOOD HEALTH
AND WELL-BEING



9

INDUSTRY, INNOVATION
AND INFRASTRUCTURE

Reporting

2021

Safety app introduced

To improve our reporting of near misses, accidents, site visits and even for logging customer feedback, we invested in the SafetyCulture App. All employees are provided with a wallet card containing a QR code for ease of reporting, with real time data collected at one central point.



Training our workforce

2022

4,737
training hours delivered

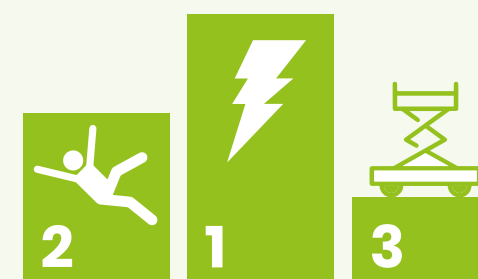
Training forms a big part of reducing our risks, and programmes are adapted for each employee according to their personal development plan. We also provide mandatory training to ensure employees are up to date with current industry requirements, enabling them to Think Safe, Work Safe, Home Safe.

Reducing risks

Our top three risks for 2023

1. Utility strikes
2. Slips, trips and falls
3. Working at height

Each year we run a series of employee engagement campaigns to address areas of key risk. Our aim is to educate on best practice to achieve improvements overall.



2. Supporting, developing and empowering our people

Onboarding new starters



Our workforce has more than doubled in size since 2020. In 2022 we introduced welcome packs for every new starter – sent in the post ahead of their first day. In 2023 we launched induction days – inviting new starters to meet fellow recruits and feel more connected with our Group.

Employee wellbeing

2021

Connecting with nature



In 2021 we supported **Mental Health Awareness Week** by opening a Teams page for colleagues to share pictures of how they connect with nature. 63 images were uploaded. We also trained eight of our employees as Mental Health Champions or First Aiders.

Employer of choice

2022

Benefits boost

We know it's not all about the money, and in 2022 we boosted our employee benefits package, with:

- **Three more days' annual leave (bringing the total to 25)**
- **Holiday for long term service**
- **A £100 personal development fund.**

This is in addition to hybrid and flexible working, annual private health checks, a retail discount scheme, and mental health support.

Matrix social

2022

We launched a **social team** to organise events throughout the year – including fundraising for **Red Nose Day**, **Breast Cancer Awareness**, **Macmillan Coffee Morning** and **Christmas Jumper Day**.

#brewmonday

2023



In support of an initiative from the **Samaritans**, teabags were posted to all employees to encourage them to take time out to have a cuppa with colleagues.

Supporting the local community

2021

Community Support Fund

We've allocated £5,000 annually to support community initiatives, nominated by employees. Across 2022 we supported:



Thatto Heath Crusaders RFC



Colwyn Bay Angling Club



Move a Marathon for Ethan



Towcestrian's Rugby Club Under 11s



Pineham Barns Party in the Park

Embedding our culture

2021



Cultural values

As part of our brand relaunch we established a set of six cultural values for our Group. These were standards we already worked by, we simply formalised them as part of our business growth plan. Once a quarter we identify a Cultural Value Champion, rewarding employees through a peer to peer recognition scheme.



Providing opportunity

We encourage our employees at every level to engage in industry events. Through peer to peer networking, topics such as equality and innovation are becoming part of how we're shaping the future of our business.



Working together

2022

We ran our first Group conference in June 2022. Themed 'Working together', all employees attended and took part in workshops to learn how we can help our business grow.



3. Working with our suppliers to deliver sustainable solutions

Reduce, reuse, recycle

2021

PPE recycling

In 2021 we provided all our offices with PPE recycling bins – collecting protective clothing and equipment which is no longer fit for purpose and could be returned to our supplier for recycling.



2023

Monitoring materials

We're embarking on a new initiative whereby suppliers are being asked to provide monthly reports on the materials they're using on our contracts – so we can monitor source, use and opportunities for re-use.



Collaboration and innovation

2022

Innovation working group

In 2022 we formed an **innovation working group**. It's their job to gather ideas from colleagues and consider what could be implemented to improve the sustainability of our Group.



2023

Working better together

Across 2023 we started working with our suppliers to find better ways of collaborating and embed the principles of a circular economy.

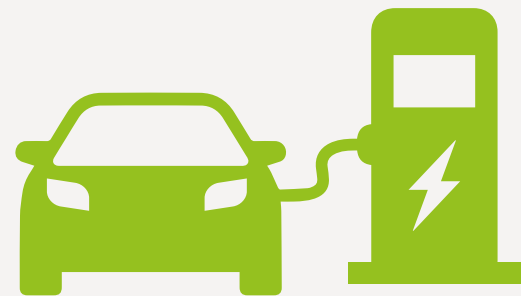


Our path to net zero carbon

Looking ahead to 2030

Climate change is a subject of strategic and operational focus for Matrix Group

From the construction of networks, to the energy generated for new developments, our Group plans for the long term. So, to help us achieve net zero carbon by 2030, we've identified the aspects and impacts of our operations which require attention:



Activity Reducing our vehicle emissions

Target set (2022)

Zero vehicle emissions by 2030

CO₂
156 tonnes
(Scopes 1 & 2)

Transport scope 1 (CO₂ tonnes)



Progress to date

- Business miles tracked through telematics with information detailing CO₂ emissions
- All new company cars are electric vehicles (EV)
- All office locations have EV chargers
- Improved route planning.

2025

- Exchange commercial fleet for EVs as leases expire
- Improved intelligence from fleet management system
- Better route planning
- Reduce our CO₂ emissions by 40% to 89 tonnes.

2030

- Target net zero CO₂ emissions
- Entire fleet to be carbon neutral.



Activity Increasing the energy efficiency of our office environments

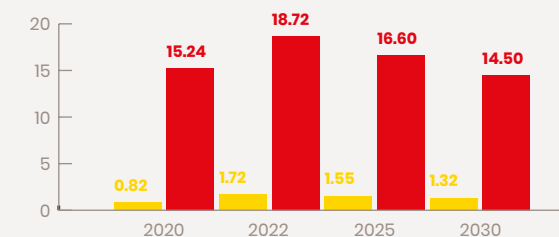
Target

- 10% reduction in water usage
- 100% controlled waste collection
- Demonstrate a reduction in energy use from 2022 baseline (19 tonnes CO₂).

Progress to date

- All returned PPE and IT equipment to be reused or collected for recycling by a registered carrier
- Recycling bins in all offices to enable segregation of waste prior to collection
- Utility suppliers changed to reflect the most environmentally friendly option
- Offices fitted with sensors to reduce electricity usage.
- Monthly tracking and recording of energy used within our offices.

Gas and electric emissions scope 1 and 2 (CO₂ tonnes)



2025

- Assess options for solar power generation at regional offices
- Full monthly reporting suite to monitor and ensure best practice, in line with UN Goals.

2030

- All offices to be carbon neutral.



Activity Reducing construction waste

Target

- Maximise the use of recycled and reusable aggregates in excavated materials, with an agreed minimum target of 90% by 2030
- Reduce the volume of concrete purchased for substation construction through design innovation and pre-cast options where possible, by 30% by 2030
- Investigate the potential for using refurbished transformers.

Progress to date

- Working with local authorities to investigate ways to use recycled materials in highways construction
- Participating in local construction recycling schemes where appropriate
- Use of sustainable tarmacadam as agreed with local authorities to offset carbon emissions and waste
- Monthly reporting metrics in place to track recycling and reuse of highways backfill materials in line with agreed targets
- Investigating offsite, pre-cast concrete options for the construction of Primary Substations with current suppliers
- Reducing transport impact of ready-mix concrete deliveries
- Identifying the potential for using refurbished transformers to be connected on our constructed networks through innovative design and capability.

2025

- Achieve a minimum 75% ratio of aggregate material to be recycled (dependant on site conditions and Local Authorities - calculated from 2023 metrics)
- 20% increase in the use of sustainable tarmacadam - calculated from metrics recorded in 2023
- Develop further pre-cast options for substation construction to achieve a minimum 10% reduction in concrete use.

2030

- Achieve a minimum 90% ratio of aggregate material to be recycled
- Increase use of sustainable tarmacadam by 40%
- Further 30% reduction in the use of concrete in substation construction.



Activity Achieving appropriate certification

Target

- Company to gain accreditation for environmental, occupational health and quality systems through ISO 14001 / 45001.

Progress to date

- Gap analysis to take place June 2023 – achieving status by 2024.

2025

- Business Management System in operation, providing environmental change evidence on a monthly basis.

2030

- Ongoing to maintain standards.

Our future

As our Group grows, we're committed to operating within the parameters of our ESG framework.

1

Prioritising safety and minimising risk across our work

2

Supporting, developing and empowering our people

3

Working with our supply chain to deliver sustainability throughout our operations

Our ultimate goal is to be a net zero carbon business by 2030.

Achieving our stretch targets will require the desire and resources from not only our own employees, but those of our stakeholders too. The need to 'work together' will become ever more paramount.

Only through collaboration, alongside the continual tracking of the agreed metrics, will our aim of becoming a net zero carbon business by 2030 be realised.

"The ability to deliver against a robust ESG strategy has become the number one priority for many of the UK's leading developers. And, having worked with Matrix Group for well over a decade, we've seen it develop as an organisation which is committed to achieving a sustainable future for its customers, employees and communities in which it works."

Nigel Appleton

Director, The Utility Infrastructure Group (UIG)

Let's make the world a better place

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