

ESG ANNUAL REPORT 2025

G&H

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CHAIRMAN'S WELCOME

At G&H we are united in one mission: to create safe, comfortable and efficient spaces for humans to thrive.

This mission is underpinned with a deep and unwavering commitment to ensuring our organisation is ethical and compliant and that we are careful custodians of the wider environment and the communities we serve. Which is why I'm proud to introduce you to our 2025 ESG Report.

At its heart, ESG is about responsibility - the responsibility we have to the world around us, the people who work with us and alongside us and the standards of governance that underpin the decisions we make.

Over the past year, we have made meaningful strides across all of these areas. In 2025 we expanded our environmental policies and strategies, introducing a comprehensive benchmarking framework.

We contributed over £600,000 in tangible social value according to the national Themes, Outcomes and Measures (TOMS) framework which puts a monetary figure to the charitable, community and environmental projects that underpin our work.

In 2025 we proudly unveiled new charity partnerships with Dementia UK and the Pudsey Community Project and raised a staggering £40,950.70 which was split respectively between the two charities.

And we continue to scrutinise the way in which we run our organisation.

The pages ahead will show how far we've come in embedding the principles of ESG into our strategy, operations and culture - ensuring that they guide not just what we do, but how we do it.

In closing I want to extend my utmost gratitude to the people who make G&H the progressive, proud, innovative and responsible organisation that it is today.

Thank you to my fellow directors, our people, partners, clients and every other stakeholder who continues to be a part of our journey. Together, we will build a stronger and more sustainable future.



GRAHAM KELLY
CHAIRMAN

OUR APPROACH TO ESG

Since our inception in 1998, we have always strived to do what's right for our colleagues, our clients and the communities in which we operate. Our ESG strategy underpins our vision - **to put people and our planet at the centre of everything we do** - and sets out our clear and measurable ambitions.

INVESTING IN YOUNG PEOPLE

EQUAL OPPORTUNITIES

APPRENTICESHIPS AND
TRAINING

EDUCATION AND SKILLS

LEARNING AND
DEVELOPMENT

PROMOTING GOOD HEALTH & WELLBEING

EMPLOYEE HEALTH

LOOKING AFTER OUR SITES

LONELINESS AND
ISOLATION

LOOKING AFTER OUR COMMUNITIES

VOLUNTEERING

COMMUNITY ENGAGEMENT

SUPPORTING THE
VULNERABLE

CARING FOR OUR WORLD

REDUCING OUR
ENVIRONMENTAL IMPACT

WASTE MANAGEMENT

SUSTAINABILITY INITIATIVES





Environmental

ENVIRONMENTAL

Our commitment to limiting and mitigating the environmental impact of our operations at a local and global level runs through the heart of our organisation.

In 2025, we advanced our environmental policies and strategies and introduced a comprehensive carbon benchmarking framework concentrating on Scope 1 emissions, enabling accurate measurement and management of our operational carbon footprint.

We conducted a series of focused environmental site inspections to verify that our site teams clearly understood their environmental responsibilities and accountability for meeting our organisational commitments.

Additionally, we undertook a rigorous assurance audit of our waste management provider, Go Green.

The findings highlighted their dedication to surpassing industry standards and provided assurance that our waste is being managed in a responsible and compliant manner.



2025 HIGHLIGHTS



111.11
TONNES

of waste saved
from landfill in total

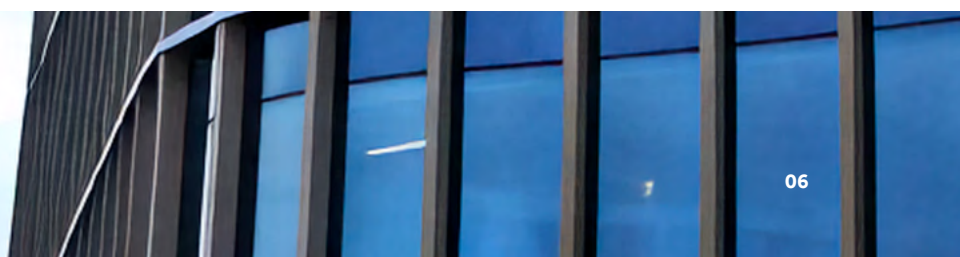


Scope 1
BENCHMARKING
INTRODUCED



Surpassed
INDUSTRY STANDARD

Assurance audit of our waste
management provider, Go Green,
surpassed industry standards



A close-up, low-angle shot of solar panels, showing the grid lines and the mounting rails. The panels are dark blue or black, and the lighting creates a strong grid pattern across the image.

ENVIRONMENTAL PLANS FOR 2026

Looking ahead to 2026, we plan to further develop our environmental strategy, placing a strong emphasis on employee development and the deepening of their understanding of our sustainability goals.

This will include the rollout of both accredited and in-house environmental training for staff, alongside the introduction of internal Environmental Champions who will play a key role in championing our strategy.

Additionally, we will establish benchmarking figures that will enable us to set targeted reduction goals.

PROCUREMENT

Our procurement practices are a key driver of sustainability and social value and over half of the products across our supply chains are sourced from the local area.

We proudly prioritise regional suppliers to strengthen economic resilience and reduce our environmental footprint.

Last year, for the first time, we introduced a specific local procurement target of 55% which will be closely monitored across the next 12 months.

By actively engaging small and medium sized enterprises (SMEs), community interest companies (CICs) and local charities in project delivery, we ensure that every phase contributes to inclusive employment opportunities and reinvestment within our communities.

Alongside this, we've established a new partnership with the Supply Chain Sustainability School whereby we're aiming to up-skill our people across three core pillars - environmental, social and economic - equipping them with the skills and knowledge to help deliver a sustainable future.



Social

SOCIAL

Our belief that business success goes hand in hand with creating opportunities, improving lives and building thriving, resilient communities has never been stronger.

In 2025, we generated £600,000 in social value - as assessed using the TOMS Framework - which helps organisations like ours quantify the value of our activities and ensure social value is a day-to-day part of our business.

This was achieved through charitable giving, volunteering, the provision of pro-bono mechanical, electrical and public health (MEP) services and community projects for a wide array of causes including Dementia UK, Pudsey Community Project, Leeds Children's Hospital, Children's Heart Surgery Fund plus many more.

For 2026 we have raised the bar higher with a new social return-on-investment target of £1 Million.

Providing employment opportunities for the next generation is also something we take seriously and we continue to work alongside our in-house training provider, Building Futures Together (BFT) to provide young people with hands-on training and genuine pathways into the construction sector.



2025 HIGHLIGHTS



408
HOURS

of community
volunteering delivered



£40,000+
RAISED

for our charities
of the year



170
STUDENTS

supported by Building
Futures Together



50%
OF RESOURCES

are sourced
locally



96%

apprentice
success rate



OVER
£600K

in social
value



924
WEEKS

of training
opportunities



84

STAFF HOURS
on curriculum
engagement



**building
futures
together**

creating sparks that *fly*

70 students supported and
1914 vocational learning sessions
delivered, an average of **11 per student**

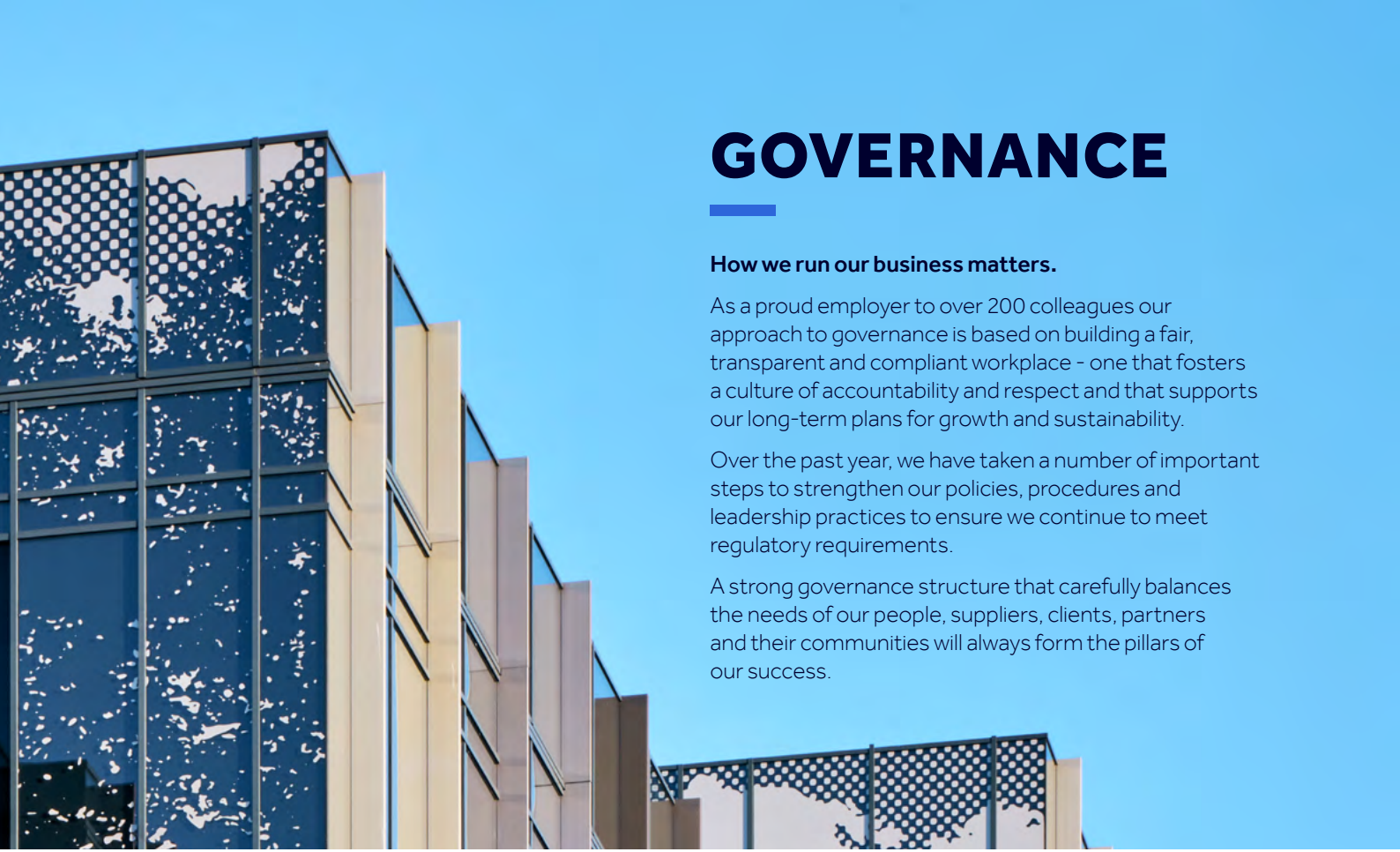


SOCIAL PLANS FOR 2026

- Charity fundraising target of £40,000
- Charity partnership with Forget Me Not Children's Hospice and Take Heart
- Target of 420 volunteering hours
- 30 work experience opportunities will be provided
- Social Value workshops rolled out across the business

A man with a shaved head and glasses, wearing a blue sweater over a white collared shirt, is shown in profile, looking out a large window. The background is a blurred industrial scene with a tall structure, possibly a drilling rig, and various pipes and equipment. Another person with a beard is partially visible in the foreground on the right.

Governance



GOVERNANCE

How we run our business matters.

As a proud employer to over 200 colleagues our approach to governance is based on building a fair, transparent and compliant workplace - one that fosters a culture of accountability and respect and that supports our long-term plans for growth and sustainability.

Over the past year, we have taken a number of important steps to strengthen our policies, procedures and leadership practices to ensure we continue to meet regulatory requirements.

A strong governance structure that carefully balances the needs of our people, suppliers, clients, partners and their communities will always form the pillars of our success.

2025 HIGHLIGHTS

Delivered **compliant and ethically grounded recruitment training** for the senior leadership team, strengthening fair-work practices and governance standards across the organisation.

Completed a **full review of all employment contracts**, ensuring legal compliance, improved clarity and alignment with responsible employment governance.

Prepared the organisation for the changes introduced under the Employee Rights Act, enabling **proactive compliance and responsible** workforce management.

Carried out a **comprehensive review of induction and onboarding processes**, improving employee experience, supporting inclusion and contributing to long-term organisational sustainability.

Initiated a **full review of absence reporting processes**, making measurable progress toward improved transparency, more substantial support for workforce wellbeing, and enhanced operational resilience.

2026 PRIORITIES

WELLBEING STRATEGY

Develop and embed a wellbeing strategy that supports a healthy, inclusive, and sustainable workforce, strengthening the organisation's social responsibility commitments.

LEGAL & GOVERNANCE COMPLIANCE

Ensure continued legal compliance by updating all policies, templates, and employment contracts in line with 2026/27 employment-law developments, reinforcing responsible governance practices.

MANAGER CAPABILITY & ETHICAL LEADERSHIP

Provide concise, practical training for managers on disciplinarians, investigations, and grievances to promote fair, transparent, and accountable decision-making across the organisation.

DATA INTEGRITY & OPERATIONAL OVERSIGHT

Maintain accurate and compliant HR records, - including right-to-work checks, personnel files, and contracts -to support strong governance and reduce organisational risk.

ANNUAL HR COMPLIANCE REVIEW

Conduct a structured yearly review of policies, data-handling practices, and record-keeping to ensure adherence to regulatory requirements and ESG-aligned operational standards.

LEADERSHIP COMMUNICATION & RISK AWARENESS

Deliver clear, accessible updates to senior leaders on employment-law changes and emerging workforce risks to support proactive, ethical, and sustainable decision-making.

