



# Environmental, Social & Governance Strategy

FEBRUARY 2025



# Committed to making a difference

## MAKING THE NORTH WEST A BETTER PLACE TO LIVE AND WORK

Ecogee specialise in construction and renewables. Our experience and dedication is reflected in the quality of our services, how centric our customers are within all service delivery and our approach to environmental and social impact, and governance (ESG).

Ecogee's Environmental, Social Governance (ESG) Strategy sets out how we will sustain our businesses, by working within a framework. The framework focuses on our people, our communities, our environment, and the way we procure goods and services, in all of our services and commercial decisions.

# THIS STRATEGY OUTLINES OUR COMMITMENT TO...



Develop sustainable and diverse jobs for our people, where they enjoy coming to work, their potential is recognised, and they feel cared for and supported.



Support the communities we work within, by providing quality new homes and services built around customer needs, creating jobs for local people, supporting charities, and helping to educate people on careers in construction, maintenance, and renewables.



Promote the environmental benefits, by ensuring we measure and continually decrease our waste to landfill, and our use of CO<sub>2</sub>, water, and energy.



Procure and support local SME's, helping them to prosper by ensuring we pay them on time and work collaboratively over contractually with them.

## PART OF THE REGENDA GROUP

Our business is committed to making a difference and have developed this strategy, including stretching targets, so we can manage, monitor, and improve our sustainability.

In the development of this strategy, we have involved staff at Ecogee, our peers and stakeholders, to ensure this strategy is inclusive, ambitious, in line with our values and purpose consistently across both businesses.

We acknowledge that being part of The Regenda Group means that Ecogee benefit from corporate policies, risk

management and assurance from audit frameworks. Being part of the group enables us to work with a diverse board who have a wide range of experience both inside and outside the sector that we operate in.

We understand to achieve sustainable and successful businesses, we need to have a resilient, purposeful, and motivated workforce, who will support us to deliver customer centric and high-quality services, whilst sustaining the environment and creating exciting opportunities for local people, therefore making the Northwest a better place to live and work.



# Our vision

**Our vision is to maximise the impact of the money we invest to deliver social value benefits to the communities we work in.**

- Our core objectives are to deliver safe, efficient, and effective renewables services for all our customers
- This strategy will support our profit for purpose remit, to make a difference by raising ambitions and aspirations, for both our people and in our communities
- To promote the housing sectors consistent work across ESG areas
- To explain our purpose and our story, more effectively to stakeholders
- To ensure sustainability by gaining a competitive advantage

## ENVIRONMENTAL

- Reducing CO<sub>2</sub>
- Reducing waste
- Sustainable materials
- Raise environmental awareness

## SOCIAL

- Sustainable employment
- Tangible social value with apprentices/placements
- Customer Centric services
- Work with local schools
- Training, coaching and mentoring
- Build new quality homes.

## GOVERNANCE

- Pay real living wage
- Support local SME's
- Procure local services
- Pay suppliers on time and support them to grow
- Increasing diversity



**PEOPLE**



**PLACE**



**PLANET**



**PROCUREMENT**

## THE FOLLOWING CORE THEMES CUT ACROSS OUR ESG STRATEGY:

THEME	AREAS	HOW
<b>People</b>	<ul style="list-style-type: none"> <li>○ Education Skills</li> <li>○ Training</li> <li>○ Employment</li> <li>○ Health</li> <li>○ Wellbeing</li> <li>○ Staff Wellbeing</li> </ul>	<ul style="list-style-type: none"> <li>○ Sustainable Employment</li> <li>○ Training</li> <li>○ Working with schools, colleges, work placements and apprentices</li> <li>○ Mental Health and Resilience training</li> <li>○ Offering coaching and mentoring to local schools and colleges</li> <li>○ Pay Real Living Wage to all staff, recognition, and reward approach, increase diversity within Ecogee, and raising awareness</li> </ul>
<b>Place</b>	<ul style="list-style-type: none"> <li>○ Neighbourhoods</li> <li>○ Quality homes</li> </ul>	<ul style="list-style-type: none"> <li>○ Delivering customer centric services</li> <li>○ Generating tangible social value</li> <li>○ Working with local schools, colleges, and universities</li> <li>○ Supporting local and group charities</li> </ul>
<b>Planet</b>	<ul style="list-style-type: none"> <li>○ Environment C Sustainability</li> </ul>	<ul style="list-style-type: none"> <li>○ Reducing waste</li> <li>○ Reducing CO<sub>2</sub></li> <li>○ Raising environmental awareness</li> <li>○ Use sustainable materials</li> </ul>
<b>Procurement</b>	<ul style="list-style-type: none"> <li>○ Ethical Procurements</li> </ul>	<ul style="list-style-type: none"> <li>○ Procure materials and services locally</li> <li>○ Pay our suppliers on time</li> <li>○ Encourage progressive governance with our supply chain through agreed policies and procedures</li> <li>○ Support local SME's</li> <li>○ Collaboration over contractual</li> </ul>

# People

- o Creating opportunities for training and education, supporting individuals to have the best start in life!

AREA	ECOGEE ANNUAL TARGET (24/25)	IMPACT
Health and Wellbeing	<ol style="list-style-type: none"><li>1. Resilience Management Assessments available for all Ecogee staff</li><li>2. Introduce 2 Mental Health First Aiders in Ecogee (Male &amp; Female)</li><li>3. Communicate to staff of the availability of the employee assistance programme via staff newsletters, email updates, the Club, and text messaging services</li><li>4. Communicate to staff of the Do-good, Feel-good activities, events, and programmes via staff newsletters, email updates, the Club, and text messaging services</li><li>5. People Services providing People Performance Report for Ecogee</li><li>6. Set targets for Ecogee sickness and voluntary leavers rates</li><li>7. Ecogee to join Mental Health Charter</li><li>8. Achieve 2 star in Best Companies Survey</li><li>9. Improve the reports we receive from People Services to include EDI information within the business so we can understand and improve the diversity of Ecogee</li></ol>	<ol style="list-style-type: none"><li>1. Low Level of sickness</li><li>2. Resilient staff</li><li>3. Management understands people performance and can take positive action and offer support where necessary</li><li>4. Improve the diversity of staff at Ecogee</li><li>5. 2 starts in Best Companies</li><li>6. Strong recruitment/ retention of staff</li></ol>





## Employment

1. Annual benchmarking for all roles completed to ensure we pay competitive pay and T&C's
  2. Establish agile working within Ecogee
  3. 20 spot awards to staff who have gone the extra mile
  4. Attractive benefits package including live and learn, computer/tool loan, retail discounts, lottery, Do-good Feel-good programme, spot awards, long service awards, employee referral scheme
  5. Competitive terms and conditions introduced for Ecogee
  6. Promote the business on socials and at schools/colleges to attract a wider diversity of staff to work at Ecogee
  7. Implement the Regenda Pension scheme for Ecogee staff
  8. People Services to develop enhanced EDI statistics for Ecogee
  9. Ecogee to set up a VOICE employee forum
1. Attract and recruit the best people
  2. Low number of leavers
  3. More diversity in the business
  4. Improved equality
  5. Effective information and consultation process
  6. Staff feel valued and recognised
  7. Effective recruitment and retention

## Training and Development

1. 5 annual work placements offered per year
  2. Achieve 3% of work force as apprentices
  3. Formalise the ex-offender's programme
  4. 80% of apprentices secured into permanent roles
1. Established workforce
  2. Ability to recruit and retain
  3. Develop a pipeline of trades skills fit for the Carbon neutral agenda e.g., able to retrofit to electrical heating
  4. Address the aging workforce
  5. Secure talent to support delivery of growth and diversification



# Place

o Creating safe, prosperous, and sustainable communities

AREA	ECOGEE ANNUAL TARGET (24/25)	IMPACT
Communities	<ol style="list-style-type: none"><li>1. Continue delivering high-quality and customer-focussed services across the Northwest</li><li>2. Offer 5 work placements annually</li><li>3. Advertise job vacancies in operating areas</li><li>4. Continue to support local charities we work with every year including Save The Children, Petrus, Centre 56, Macmillan etc.</li><li>5. Support with 5 career carousels per year and/or deliver career talks to schools/ colleges</li><li>6. Promote careers in retrofit</li><li>7. Ecogee to be established on the Regenda Social Value Impact Portal</li><li>8. Fund 2 Positive Footprints programmes per year</li><li>9. 3% of workforce to be apprentices by 2025</li><li>10. Aim to retrofit 500 homes per year</li><li>11. Ecogee to deliver £500k of tangible social value per year</li></ol>	<ol style="list-style-type: none"><li>1. Support thriving communities</li><li>2. Provide sustainable, affordable housing</li><li>3. Support school leavers and those in search of work with a 'way in' to employment via work placements</li><li>4. Improve the diversity of Ecogee</li><li>5. Form long term partnerships with clients who value the impact of Ecogee's ESG strategy</li><li>6. Increase volume of apprentices in both businesses</li><li>7. Create the skills for the future to deliver the growth in both businesses</li><li>8. To deliver over £1.5m of social value per year</li></ol>



# Planet

- Protecting our environment and reducing our carbon footprint

AREA	ECOGEE ANNUAL TARGET (24/25)	IMPACT
<b>Environment and sustainability</b>	<ol style="list-style-type: none"> <li>1. Ecogee to be included in the next SHIFT assessment</li> <li>2. Develop strategies to benchmark Ecogee's competitor's environmental strategies</li> <li>3. Understand future environmental markets and skills/ accreditations required to deliver and up-skill staff</li> <li>4. Understand and prepare to deliver Regenda's renewables work in the future years</li> <li>5. Environmental Awareness Training for Ecogee Managers/ Supervisors</li> <li>6. MPG to be monitored and patterns reviewed</li> <li>7. Carbon footprint for the fleet to be established and factored against a number of vehicles and miles, and then regularly monitored</li> <li>8. Develop a staff-focused campaign on how to become more environmentally friendly in the workplace and at home</li> <li>9. The percentage of the Ecogee fleet that has Ad-Blue solution to be identified, so targets can be set for improvement</li> <li>10. Ecogee to be fitted with electric vehicle charging stations</li> <li>11. Identify ways to improve management &amp; monitoring of waste for Ecogee</li> <li>12. Implement the battery recycling pink bins and recycling facilities for Ecogee</li> </ol>	<ol style="list-style-type: none"> <li>1. Reduction of waste to landfill</li> <li>2. Reduction of CO2 emissions</li> <li>3. Increase turnover on environmental works</li> <li>4. Increase number of electric vehicles</li> <li>5. Charging points available for staff at depots and offices</li> <li>6. Ecogee have improved reputation with staff and customers linked to being more considerate to the environment</li> </ol>



# Procurement

- Engaging with our partners and suppliers to benefit local people, businesses, and communities

AREA	ECOGEE ANNUAL TARGET (24/25)	IMPACT
<b>Local supply chain</b>	<ol style="list-style-type: none"><li>1. Engage with the Ecogee supplychain to understand what it is like to work for Ecogee, and where we can improve</li><li>2. Provide advice and support for SME's who need help to be approved suppliers for Ecogee</li><li>3. Understand achievable procurement targets for Ecogee's local supplychain</li><li>4. Establish Ecogee's procurement targets and reporting</li></ol>	<ol style="list-style-type: none"><li>1. Provide local businesses with income to employ local people, which in turn will enhance the local economy and communities across the Northwest</li><li>2. Reduce CO2 emissions by procuring materials locally</li><li>3. Support start-ups and SME's</li><li>4. Support our supplychain with their cash flow</li></ol>









[ECOGEE.CO.UK](http://ecogee.co.uk)