



**BTTC**  
Better Through  
Total Collaboration

# CORPORATE AND SOCIAL RESPONSIBILITY REPORT

**2023**



# OUR VISION AND OBJECTIVES

**We have a bold vision to transform the infrastructure industry.**

In 2023, we launched Vision 27, our five-year strategic plan which sets out our vision, goals and objectives for our business. Vision 27 was devised with the active participation of all our employees who overwhelmingly agreed with our Senior Leadership Team's advocacy for the inclusion of meaningful corporate and social responsibility goals and objectives.

As part of Vision 27, we have set five strategic goals:

-  Leaving a lasting legacy: We work in markets that contribute to social value or carbon reduction outcomes with customers who share our vision, values and ambition for progressive ways of working.
-  Passionate for our people: We value, respect and care for our people who are proud ambassadors of our business.
-  Reputation and recognition: Our brand strength and customers' advocacy creates demand, allowing us to be selective over who we work for, what we do and how we provide our services.
-  Operational excellence: Our brand strength and customers' advocacy creates demand, allowing us to be selective over who we work for, what we do and how we provide our services.
-  Business balance: Our strategic approach to managing opportunity and risk underpins a diverse and sustainable business.



# OUR VALUES

Achieving these five strategic goals goes hand in hand with our success in delivering a proactive approach to corporate and social responsibility, all of which is encompassed by our overarching company values:

**Collaboration** - We collaborate to achieve better outcomes.

**Challenge** - We challenge today's status quo for a better tomorrow.

**Integrity** - We are open and honest, and keep our commitments.

**Customer-focused** - We put our customers at the heart of everything we do.

**Pragmatism** - We believe there is always a better, faster or more efficient solution.

**Respect** - We consider and care for our people, our planet and our communities.

Holly - Consultant,  
Amira - Graduate Consultant and  
Will - Graduate Consultant

# GOVERNANCE

The BTTC Board of Directors has assigned the accountability for corporate and social responsibility to Director, Duncan Golding, as Board Sponsor for this area. Duncan is accountable for delivering all aspects of the business' approach to corporate and social responsibility.



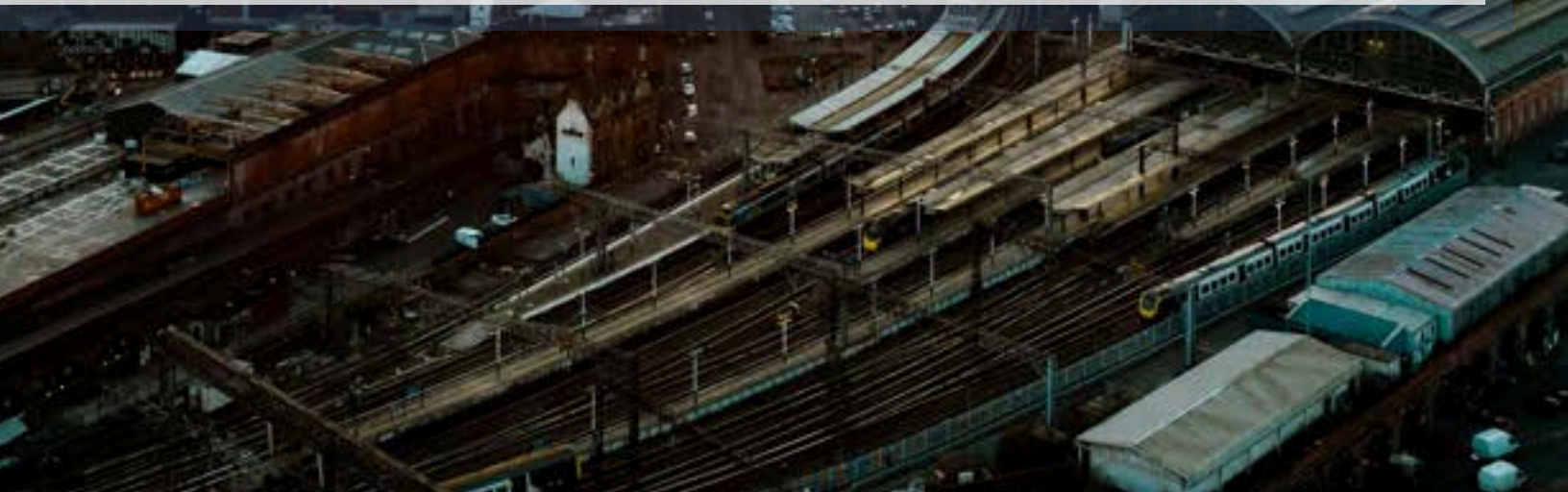
**Duncan Golding**  
Director



**Innes Murray**  
Operations Manager

The Board of Directors has established a corporate and social responsibility steering group to manage and deliver the business' goals and objectives for corporate and social responsibility.

The Board of Directors appointed Innes Murray, Operations Manager, as the chair for this group with the overall responsibility for delivering the corporate and social responsibility elements of Vision 27. The role of chair has a direct reporting line to the Board of Directors, and is invited to present on the steering group's progress against its objectives on a quarterly basis.



# UN SUSTAINABLE DEVELOPMENT GOALS

The United Nations' (UN) 2030 Agenda for Sustainability was adopted by all 193 UN Member States in 2015. It provides 'a shared blueprint for peace and prosperity for people and the planet, now and into the future'. This roadmap details 17 'Sustainable Development Goals' (SDGs), which are 'an urgent call for action by all countries - developed and developing - in a global partnership.' These goals have been established to recognise that ending poverty and other deprivations are intrinsically linked with strategies that improve health and education, reduce inequality, and drive economic growth – all while working to protecting our environment.

Our approach to corporate and social responsibility has a significant impact on and alignment to the UN's SDGs.





Stacey - Consultant and Josh - Consultant

# SOCIAL VALUE

As part of our goal of 'leaving a lasting legacy' we are committed that all our people make individual contributions that add value to the communities we serve through applying their professional expertise.

We define social value as the ways in which we collaborate with the communities we serve to bring positive change to society, the economy and the environment. By positively contributing to social value initiatives, we have the potential to make massive impacts to the communities we serve. Social value initiatives can unlock millions of pounds of public money for community benefit to address social, economic and environmental issues in the community.

# SOCIAL VALUE APPROACH

We have adopted five themes, defined as “visionary social value areas for an organisation to look at”, for social value in alignment with the National TOMs (themes, outcomes and measures) framework, published by the National Social Value Taskforce. Aligning with the national framework allows us to monitor our progress and impact consistently and to the same standard against similar companies and a national baseline, driving better social value performance for the communities we serve.



# OUR SOCIAL IMPACT IN NUMBERS

in 2023, using the TOMs framework, we created over **£1.4 million** in social value to the communities that we serve.



Offset **101%** of our travel-related carbon emissions, equating to **224.85 tCO<sub>2</sub>e** in Gold Standard climate impact projects.



**100%** of our Canadian team undertook **16** hours of Indigenous Awareness Certification provided by Indigenous Awareness Canada.

**1%** of our Canadian business' pre-tax profit invested in the 'Building Brighter Futures' programme run by Indspire.

**25%** of the company engaged in volunteering, committing over **200** hours to support unemployed people back into work with Business in the Community and ACCES Canada.



**9** graduates undertaking comprehensive upskilling programmes.

**2** university placement students.

**10%** of turnover spent with local small and medium-sized enterprises.





# EQUALITY, DIVERSITY AND INCLUSION

We value, respect and care for our people who are proud ambassadors for our business and for the communities they serve. We are committed to assuring that our inclusive teams reflect the communities we work within at all levels of our organisation and that they are treated equally.

In 2023, we achieved the following recognition of our workplace and our culture:



**Investors in People Silver Accreditation**

Recognition for how we lead, support and develop our people at work.



**UK's Best Workplaces for Women 2023**

For companies redefining workplace culture, setting a new standard for gender equality and inclusion.



**Great Place to Work certification**

Certified through an annual survey in which 97% of employees strongly agreed that BTTG is a great place to work.

# PROTECTING OUR PLANET

At BTTC, we are committed to the future of our planet as part of our goal of 'leaving a lasting legacy'. As part of this, we have made the following commitments:

- We will be carbon neutral by 2026, and
- We will achieve net zero carbon emissions by 2050.
- 100% of our turnover is from markets which contribute to social value or carbon reduction.





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## CONTACT US :



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