



# Responsible Business Report **2021**

**LOVELL**

A MORGAN SINDALL GROUP COMPANY



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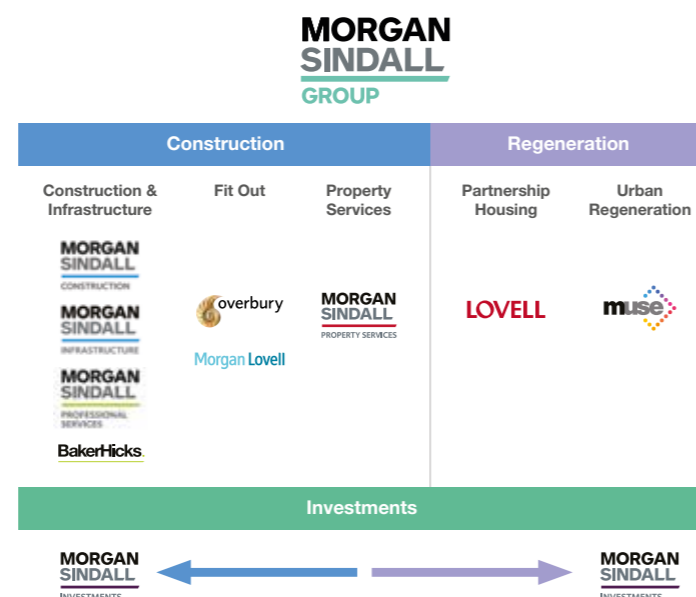
# Lovell at a glance



Lovell is a leading provider of innovative residential construction and regeneration developments across England, Scotland and Wales. We work together with our partners to refurbish and maintain existing homes and regenerate neighbourhoods whilst also designing and building homes.

We combine our industry expertise and unrivalled local knowledge with a willingness to think innovatively and ambitiously to help transform communities. Our driving force is an ongoing commitment to building futures, changing lives and leaving a lasting legacy wherever we work.

Lovell Partnerships is part of the Morgan Sindall Group, a leading UK construction and regeneration group with a revenue of circa £3 billion.



# Our Commitments

Being a responsible business is a priority for Lovell, meaning that we are making a positive impact as a consequence of our work.

As part of being a responsible business, Lovell abides by its five Total Commitments which provide an action plan for developing sustainable practices as well as serving as a framework for measuring, communicating and reporting progress both internally and externally.

The five commitments, which are aligned with the relevant UN Sustainable Development Goals, are: Protecting People, Developing People, Improving the Environment, Enhancing Communities, and Working Together with our Supply Chain.



# Sustainability Highlights



Female workforce  
**29%**

% of female-held construction roles  
**5.5%**

% of employees from ethnic backgrounds  
**7%**

Average no. training days p/employee  
**6.1**

Internal promotions  
**83**

<b>32</b>	People on NVQ's (and no. completed)
<b>16</b>	Apprentices recruited
<b>10</b>	Graduates recruited
<b>19</b>	Average no of individuals on professional schemes
<b>15</b>	No. undergrads / years out on sponsor

Employee absence  
**3.92%**

RIDDOR Accident Frequency Rate for 2021  
**0.08%**

Donations (including apprenticeship levy's)  
**£150,000**

**5 RoSPA**

Order of Distinction Awards

**1 RoSPA**

President's Award

**1 RoSPA**

Gold Medal



**HVO**  
Our utilization of HVO in 2021 helped contribute to a **50% reduction** in our bulk fuel emissions (against our 2019 baseline year)

# Lovell Big 50 challenge



For over half a century we have worked to deliver thriving communities and developments. 2021 marked the 50th anniversary of our very first partnership and to celebrate the occasion, we invited our teams to take part in a variety of campaigns that allowed us to continue to make a difference within the areas we live and work.



## 50 Miles to Change a Life

'50 Miles to Change a Life' was one of the campaigns. The challenge was to walk, run, swim, row or cycle 50 miles between 1st June – 31st August. The campaign offered our team the opportunity to partake in some great team building events and encouraged outdoor activity, during a time in which many of us had spent indoors. The regions joined in a friendly competition on Strava and a combined distance of 24,157 miles was travelled over the duration of the event. This resulted in £2,450 being raised for Centrepont. Our winner, Neil Palmer, travelled an astounding 1,631 miles over the course of the challenge. We matched the distance that Neil travelled with £1 p/mile, this meant a grand total of £4,081 was donated to Centrepont, a charity that works to help homeless young people to build a future they can believe in.

## 50-Day Difference

One of our most impactful campaigns of the year was the '50-Day Difference' campaign. The aim was to give back to the communities we have helped to build, through donations and volunteering. Over the 50 days, we worked with partners, local residents, and charities to provide indoor and outdoor spaces with a new lease of life. In total, our employees provided the equivalent of over 5,000 hours of volunteering over the course of the campaign.

## Community Spaces

In partnership with Pobl group and Y Prentis, a group of our volunteers helped to revamp Community House in Maindee, Newport. The hall is used by a variety of different groups throughout the community and has needed refurbishment for some years. Together with Pobl group and Y Prentis, we identified this as a key

area for improvement and realised we could work to transform the space which is used to help people's lives. Through '50-Day Difference' the project was completed, and Community house can serve the community for many years to come. To learn more about the project and see the changes we made, please see our film <https://www.youtube.com/watch?v=QGXPVtKXuww>.

A similar collaboration was agreed with Merthyr Tydfil Housing Association. With support from Price Fencing & Landscaping Ltd, Kenny Waste Management and Dan Phillips Landscaping we were involved in a great initiative to develop a community garden. The overgrown bank in Merthyr required work to make it more accessible and appealing for the local community. A group of volunteers got involved to revamp the bank and improve the biodiversity in the area by planting flowers in support of Keep Wales Tidy. Further information on the work carried out on this project can be found at <https://www.youtube.com/watch?v=ZI-B8Hx1owo>

# Lovell Big 50 challenge



## Time Capsule

At St Peter's Catholic School, we invited teachers and students to write down memorable events from the last two years. The students wrote about everything from sports, to personal stories. These were put into a time capsule that was buried near the site and is to be recovered in 15 years' time. We also donated two apple trees to the school to mark the occasion and students helped to plant three trees surrounding the time capsule. Most of the children are from the local area and we look forward to them being able to watch the trees grow in the years to come.

## Growing Togetherness

Growing Togetherness is a Pendleton Community charity that utilises horticulture, the natural environment and person-centred counselling to support people's mental health. The charity aims to forge lifelong relationships within the community through life coaching techniques and sustainable living.

Gardening is the main tool for the work carried out at Growing Togetherness, and this inspired our volunteers to help prepare the community allotment for winter planting. The team spent the day preparing the beds and understanding the ethos behind the charity.

## Weston Woods

We have partnered with Weston Village primary school several times in the past to provide donations and contributions to the school curriculum. We were delighted to be invited back to support the school eco-ambassadors in creating a garden retreat. We donated plants and seeds and Hannah, our Development Coordinator, commented: "It's so rewarding to deliver meaningful work where you can make a tangible difference and I can't wait to see the garden in bloom next year."



**Revamped a community-run park in Louth.** Our volunteers jet washed patios, cut back vegetation and fitted new handrails. One of our volunteers, Declan, even designed some pumpkins for the community's Halloween event.

**232 volunteer days, completing 67 tasks across 39 venues.**

## Lovell Big 50 challenge Highlights

**£4,081 raised for Centrepont,** who work to help vulnerable young people move on from homelessness.

**22 bags of rubbish were collected** by our volunteers, who partnered with Cadwyn Housing Association and local residents.



**We painted Bird boxes** with the year 6 students from Glanhwy Primary School.

A group of our North West colleagues took part in **Tough Mudder.**

Several volunteers near our site in Saxilby used a roadsweeper to **clear the local basketball courts.**

**Teamed up with Springhead FC, to help give the club a refresh.** We provided storage space, as well as cleaned up the football pitch and changing rooms.



Our hardworking landscape partners at West Lindsey Landscapes Ltd **cut back a weeded an overgrown area** at the side of a canal and **donated a memorial tree for a local resident's wife.**



**We donated two benches** to the Bayswater flats, which were created by our joiner Jamie Tilson.

**We tidied the 5 Pits Trail** which stretches from Grassmoor Country Park to Tibshelf Ponds, by cutting back overgrown vegetation and forming habitats with the removed material.

**We jet washed a newly renovated patio area,** which was constructed by O'Donnell Civil Engineering Ltd, to make the area more accessible to wheelchair and mobility scooter users.



# St Edmunds Park, Acle

St Edmunds park, Acle is the first phase of sites as part of a thriving partnership with Norfolk Council's development company, Repton property developments.

The projects which include a Hopton site, and two further sites in Attleborough, aim to bring over 350 new homes to the region over the course of the next five years. Hoping to tackle the shortage of high-quality homes across Norfolk and support the development of the local economy and surrounding communities.

Lovell has provided full development services to Repton, including managing the planning and design of 137 new homes, building and supplying sales and aftercare services. Throughout this, we prioritised our five Total Commitments to ensure we are operating as a responsible business, committed to a sustainable future.



## Developing People

Here at Lovell, we understand the importance of developing not only our current workforce but also the next generation. We provide training, work experience, and partner with local schools and colleges to educate students about the industry and provide them with the knowledge of the multitude of career paths available within construction.

In collaboration with our sister company Morgan Sindall Construction, we partnered with the Wensum Trust. This educational trust aims to provide every child with rich, diverse experiences which enable them to develop, flourish and reach their full potential. As our operations coincide, we worked together to ensure that we were able to supply students with the best possible knowledge and experiences. Through this we have produced a variety of schemes and projects that provided students with a pathway into the industry, equipping them with first-hand experience and educating them on all aspects of construction.



Our partnerships manager Sasha Bainbridge has taken on the role of Enterprise Advisor through the New Anglia Local Economic Partnership. Schools are required to demonstrate that they are engaging with employers to improve students' career opportunities from Year 7 onwards. Sasha has helped the school to improve their engagement with employers and deliver careers support, offer advice and utilise business connections to put them in touch with other industries. Within this role, Sasha has been the driving force behind career orientated activities that have worked to engage students. Career days have seen guests from Lovell, Rossi Long and even Norwich City Football club lead talks on their respective industries and some careers events have also targeted industry stereotypes as we work towards building a more diverse working environment.



One of the schools that The Wensum Trust supports, is Acle Academy. Throughout the course of the development, we worked closely with the school to provide further opportunities for young people across the region. As part of Build UK's Open Doors 2021, 17 design technology students between the ages of 14 and 16 were welcomed onto the St Edmunds Park site. The students were exposed to the different stages of house building and learnt about brickwork and insulation. Allowing students to see what a career in construction looks like, is vital to sparking their interest and our site teams really enjoyed engaging with the students and educating them on working within the industry. Student Cullen Brown, aged 15 commented on how much he 'enjoyed being on active building site and is looking forward to completing an apprenticeship in the future.'

Our commitment to supporting and developing new talent within the industry has resulted in 10 new apprentices, graduates and trainees joining the team and working on the St Edmunds Park site. The record number of recruits all demonstrated the ability to thrive in fast-paced challenging environments and their talents span across a variety of departments within the business. Of the 10 new starters, four are apprentices, two are graduates and four are trainees. Our Regional Managing Director, Simon Medler who started as an apprentice carpenter within the industry commented on 'The brilliant opportunities available to young people to work and become qualified in this industry. We are delighted to welcome our 10 new starters and give them a springboard into this sector.' The current skills shortage within the industry magnifies the need to develop young people and the 10 new recruits set the benchmark for the future.'

## Enhancing Communities



Lovell aims to leave a legacy within the communities in which we work. We often partner with local charities and businesses to bring about positive change and pride ourselves on engaging directly with the local community to positively impact the lives of its residents, St Edmunds Park is no exception.

Acle United Football Club has been fundamental to the fabric of the Norfolk village for over 100 years, playing continuously since inception, pausing only for the two world wars. During this time the club have had their fair share of success, winning the Sterry Cup (awarded to the Premier Division winner) four times in a row between 2012-2016. The club is integral to the local community and Sponsoring them for the 2021/2022 season allows them to keep progressing with their success. The current chairman at the club, Jim Timpson understands the importance of business sponsorship to grassroots football and how it is 'vital to the survival of the game.' Our pitch side banner and full-page advertisements in the team's programmes, provide not only support for Acle united, but allow us to build a positive relationship with the local community.

## Protecting People

Lovell is committed to protecting our staff and visitors. This year we have brought attention to not only physical wellbeing but also mental health. With two construction workers taking their own lives in the UK and Ireland every day (<https://www.lovell.co.uk/news/lovell-supports-world-mental-health-day-with-training-rollout/>) the need to educate and enforce mental health support throughout the entire business/industry is more important than ever before.

At Lovell we have launched a programme of wellbeing training, encouraging our team to become mental health first aiders to help raise awareness across the region. We provide tips, guidance and explore the importance of listening and keeping an eye out for others who may be suffering. Our Health and Safety Advisor in the region, Holly Baker has stated how 'the wellbeing and welfare of all of our team is our top priority and, with the right training, support and culture, we hope to support everyone at Lovell so they know there are people to support them and because mental health can affect anyone.' The increasing awareness surrounding mental health also inspired our community garden at our St Edmund's Park site at Acle. The garden is something the staff created themselves to promote a sense of wellbeing. Both the site team and subcontractors have planted seasonal veg and flowers within the area to provide relaxing gardening activities on breaks and produce that is shared with the project teams, subcontractors and neighbours.



## Improving the Environment

As part of being a responsible business, we look to not only reduce our negative environmental impact but introduce new technologies and solutions that can help to improve the environments in which we operate.



At Acle, a geo-grow wall has been utilised in place of a traditional brick retaining wall. The vegetated wall system is made up of geotextile

bags, constructed into a permanent wall, it requires minimal equipment and labour and acts as a sustainable and visually appealing solution. Attracting biodiversity to the area, contributing to carbon saving, reducing surface water runoff and providing a more natural aesthetic.

Solar PV panels have also been fitted on some plots across the site. The panels have been embedded directly into the roofs, using less material and reducing the embodied carbon of the property. This allows the homeowner to receive a supply of renewable energy and supports them on their journey to sustainable living.

With electric vehicles carrying a smaller carbon footprint than traditional cars, Lovell is committed to the installation of EV chargers. To encourage our employees and visitors to opt for electric and hybrid vehicles we have worked to install EV charging points on-site and we have a number of homes within St Edmunds park equipped with EV charging.

# Protecting People



Lovell is committed to protecting the health, safety and wellbeing of all our staff and visitors. We continuously work to highlight the risks trending within the business and explore ways to mitigate their impact.

Operations have increased rapidly within the second half of the pandemic and despite this, we have continued to manage covid protocols and measures to ensure we are reducing its impact. Our health and safety measures are embedded across the business and we actively work to maintain productivity and promote a safe and healthy working environment.

## L7

Lovell 7 (L7) has been created to help target the key elements that pose a danger on site. The system highlights 7 areas: Access, Excavations, Housekeeping, Occupation Health, PAVES, Scaffolding and Working at Height. Within the 7 areas, we have created a set of minimum standards that operates alongside our health and safety inspection criteria. These are implemented during our regular site assessments, which allow us to continuously monitor these standards to ensure we are operating safely. The foundation of L7 is to increase the awareness of the dangers on-site and throughout 2021 we have worked to manage our supply chain engagement to support a cohesive workforce on site. L7 posters have been utilised to demonstrate safe practice and our toolbox talks aim to educate on signs of danger and preventative measures.

## Mental Health

Mental health is a key component of the health and well-being of our employees. With recent reports highlighting that suicide rates have increased within the construction industry, the importance of educating and offering support surrounding mental health is a key focus at Lovell.

Many of our team have been trained Mental Health First Aiders for quite a while, and in 2021 we increased this to an average of three First Aiders per region. In support of this, we ran a two-day course that coincided with World Mental Health Day which was endorsed by Mental Health First Aid (MHFA) England. The course provided training and tips for mental health and wellbeing, alongside guidance on the importance of listening and keeping an eye out for others who may be suffering.

Rolling out mental health and wellbeing talks and training to our on-site operatives and office-based staff is helping us to develop a safer environment at Lovell. We encourage open communication, and offer quiet rooms on our sites, in which the team can have some time to themselves. The rooms are equipped with snacks, hot drinks, books, and phone numbers which they can utilise in times of need. We also allow visitors to access these areas on the sites.

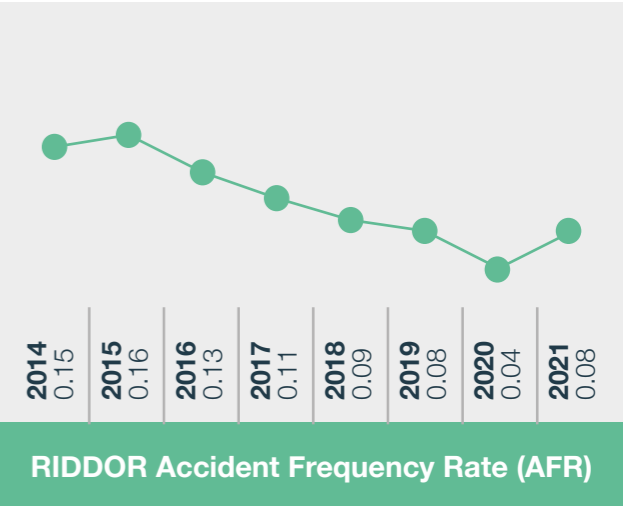
As covid measures were relaxed we also adopted a wristband system in East Anglia. The system used different colours to represent levels of comfort regarding physical distancing. This minimised the negative feelings encountered by an individual once we were all back working together.

## FIR Ambassadors

In addition to our Mental Health First Aiders, we also have FIR (fairness, inclusion and respect) ambassadors, to provide support and ensure that there is always someone to talk to when needed.

## Underground Services

Reducing damage to underground services remains a key focus across the industry. At Lovell, we look to limit excavation where we can. Where this isn't possible, we take the correct steps to carry out our work without causing damage or inconvenience. Our enhanced safe digging procedures, incorporating permit to locate services and break ground and our animated toolbox talk film has contributed to a 10% improvement on our underground service damage frequency in comparison to 2020, at a frequency rate of 0.24.



# Developing People

At Lovell, we work to provide development opportunities for all our employees. We offer a variety of training and support to aid in their career progression and utilise our different workstreams to allow our employees to grow organically within the industry.



## James Ellis

James originally arrived on one of our sites as a Bricklayer. After getting to know some of the team, he saw the benefits of working for Lovell and the career progression available within the company. Soon after, he made the decision to join the team and started as a labourer on our Acle site. James began to understand the roles of both a Manager and Quantity Surveyor, but he was unsure about which career path to take. He realised that he enjoyed the financial and statistical side of surveying and has since begun to develop within the role of a Trainee Quantity Surveyor. He has worked closely with his management team to put together an achievement plan, that pushes him to reach goals and targets within a given timescale. He commented on how supportive everyone is, "allowing me to make attempts at tasks first and which are then checked after, meaning I can figure out my strengths and weaknesses".



## Chris Collins

Chris has recently joined us as a Trainee Quantity Surveyor. He had heard great things about Lovell and was interested in returning to a career he pursued two years ago. Chris feels that the team took a chance on him, however, he demonstrated all the necessary skills and proved to be the perfect candidate. Chris stated "I am thankful for the chance to come back to a career I aimed towards years ago, Lovell's support has been incredible. I work very closely with David Pope, which has allowed me to progress at a pace that I'm really happy with. This has exposed me to more of what the job entails and has been beneficial to my growth and the success of the project. The team have been amazing and the access to a college course to supplement and develop a broader knowledge of the construction industry is also incredibly beneficial and satisfying".



## Julie Wainwright

Julie was introduced to Lovell through an agency, to cover reception in the absence of an employee. During her time in this role, she was welcomed by staff and expanded her knowledge of the company and the work we do. Julie really impressed in a short amount of time and showed a desire to learn more about the industry. Seeing an opportunity to develop her skills with us, Julie successfully applied for the role of a Procurement Apprentice, where we will provide her with the training necessary to progress within Procurement. Over the next 18 months, we will work to support Julie and she is "looking forward to the course, gaining knowledge in a new sector and the opportunity to further my career within the company".



## Huw Lewis

The Cardiff Capital Region (CCR) Venture Graduate Scheme links talented graduates with ambitious businesses in South Wales. As part of this scheme, Huw has been taken on as an Environmental and Sustainability Graduate in our South West South Wales region. Huw achieved a 2:1 undergraduate degree in Geography and a Merit in Wildlife and Conservation Management for his master's degree. He believes "that sustainability is not only important, but imperative. Housebuilding is one of the largest industries in the UK and impacts a significant amount of people and the environment, and there is great potential to ensure that these impacts are positive". Along with researching and implementing ways in which we can reduce our environmental impact Huw will also be working towards achieving Chartered Environmentalist (CEnv) status as he looks to enhance his professional development over the next two years.





## Jacob Ridell

Jacob had first noticed the work of Lovell through developments in his local area. He was then delighted to find out that he was able to gain work experience with Lovell through his T level course at Manchester College. Through the scheme, Jacob was able to start on site in an operation's-based role, where he developed his knowledge and experience of the construction industry. This inspired Jacob to make the switch to Sales and Marketing in which he has been able to see construction through an entirely new viewpoint. Jacob has enjoyed developing his skills within the industry and stated, "Lovell has allowed me to have my own freedom within these areas without negatively impacting my knowledge, I've had support from my peers, as well as directors through my personal development and I think the scheme itself is an amazing opportunity for both myself and Lovell".

## Kynleigh Parker

Kynleigh started at Lovell as a Covid-19 cleaning technician. Over the course of the year, she expressed an interest in site management and began job shadowing to understand more of the role. Throughout this time Kynleigh took part in a Women in Construction course and applied for an upcoming Trainee Assistant Site Manager vacancy. She was successful in her application and since has stated "There is a lot to learn on a three-year course and lots of doors to open, but the world really is your oyster doing a job like this. I'd heard so many really good things about Lovell, their quality, the kind of work they do and career development opportunities – you can progress as high as you would like, but you have to be willing to put the hard work in. I would say to anyone thinking of going into construction, bite the bullet and do it!" Our site managers who worked with Kynleigh have also been nominated as 'Best Male Mentors' at the Women in Construction awards.



## Fabrizio Stefanoni

Fabrizio joined Lovell in 2017 and has since led the pre-construction stages of a few schemes across London and Home Counties. As the business continued to grow, Fabrizio took a role at Chalkdene Developments, a joint venture partnership established in 2018 between Herts Living Ltd and Morgan Sindall Group. Fabrizio was already a qualified manager and member of the Chartered Management Institute. He utilised the Lovell Leadership Skill Development Programme which proved to be beneficial as he was managing a growing team. Fabrizio said that the course "helped me to improve my presentation skills, enabled me to make quick and informed decisions, and made me more comfortable when managing up or down". Fabrizio is also currently enrolled on the Future of London Leaders Plus course, which will expand his leadership in more challenging environments and support his growth through innovation.



## Local Apprentices

As part of our work with the Liverpool City Council, we invited six local students to work on our Denford road site. The candidates completed two weeks of work experience and we partnered with Liverpool City College to enrol them into a pre-employment training programme to assist them with their CSCS cards. Following the completion of the work experience, we conducted interviews and selected two successful candidates in Jack Cross and Marcin Galon. Jack and Marcin joined the company as Apprentice Joiners in November and are both looking forward to progressing with their career.

The entire placement process has been great for the Council and the College, as we are able to provide students with experience and knowledge, whilst also supporting the development of our industry.

## London Virtual Work Experience

Despite the pandemic, we were determined to continue our commitment to developing people within the community. As we were unable to carry out our usual work experience environment, we invited 12 Construction trade students from Shooters Hill Sixth Form College to participate in a Virtual Work Experience pilot. The experience gave the students the opportunity to meet with a range of industry professionals, go on virtual site tours, receive presentation skills training, and undertake a 'Design a London Flat' project. The project challenged the students to apply their knowledge in new ways, by asking them to: create, programme, design and present all the details of real development. The students were given support from our staff and we encouraged them to work together to tackle all the challenges faced.

The Virtual Work Experience allowed us to connect with more students and introduce them to wider parts of the business, helping to develop their knowledge of the industry. Together with the College, we ensured that students unable to complete the placements virtually at home were provided with individual private workspaces and laptops so that they could fully participate. We are looking forward to running the project again across the region in the future.



# Improving the Environment

2021 proved to be just as challenging as the year prior, but our commitment to a sustainable future has remained consistent.

The transition to being a responsible business has also led to the introduction of new 2025 goals, alongside our net-zero 2030 target. We are committed to reducing our Scope 1 and 2 Greenhouse Gas emissions (GHGs) by 30% by 2025, from where we were in 2019 and we also hold the same target for our Scope 3 emissions, with these emissions predominantly coming from our supply chain. Throughout the course of the year, Lovell has implemented numerous projects, trials and schemes that aim to successfully contribute to these targets as we work towards reducing our environmental impact.

## HVO

Utilising HVO across our sites has been a significant factor in reducing our Scope 1 carbon emissions in 2021. Compared to traditional diesel, HVO reduces emissions by up to 90% and acts as a direct alternative. We have an aim to become HVO exclusive, subject to supply availability and we are engaging with our supply chain to encourage a collaborative move to ensuring that our operational carbon emissions are lowered.

## Trials

We encourage innovation throughout the supply chain and actively seek to trial alternative products which identify opportunities to improve the ways in which we operate.

The Solartainer from ThinkHire acts as a more sustainable replacement for the traditional generator, utilising solar energy and a backup battery to limit fuel



consumption. Our trial on our Ludgershall park site resulted in a 517.37kg CO<sub>2</sub>e reduction in our emissions over 21 days and contributed to a quieter environment with improved air quality for our site team and the surrounding community. A similar trial was also carried out on our Ringswell site which resulted in an 85.77kg CO<sub>2</sub>e saving over the course of a week. The Solartainer can help to provide financial and environmental savings to the business.

As part of a drive to net-zero by 2030, we also trialled an electric telehandler in our Midlands region. The telehandler which has a reach of 6m, was used for loading up to two storeys and movement of materials on site. This trial demonstrated how viable it is to incorporate an electric telehandler onto site and we look forward to utilising telehandlers with a larger reach when they become available. The current technology also provides direct benefits to the site team, as it is a more pleasant drive due to the reduced vibrations and contributes to a decrease in noise pollution.



## Concrete Bricks

We are constantly exploring new methods of reducing the environmental impact of our homes. Marshalls concrete bricks help to contribute to a significant reduction in the embodied carbon of our plots in Exeter. Differing from clay bricks, concrete bricks hold a lower embodied carbon and produce a 38% CO<sub>2</sub>e saving per tonne and continue to gain strength with age. Concrete bricks have helped to contribute to a 105 tCO<sub>2</sub>e saving on one of our sites and we hope to continue to implement them throughout the business.

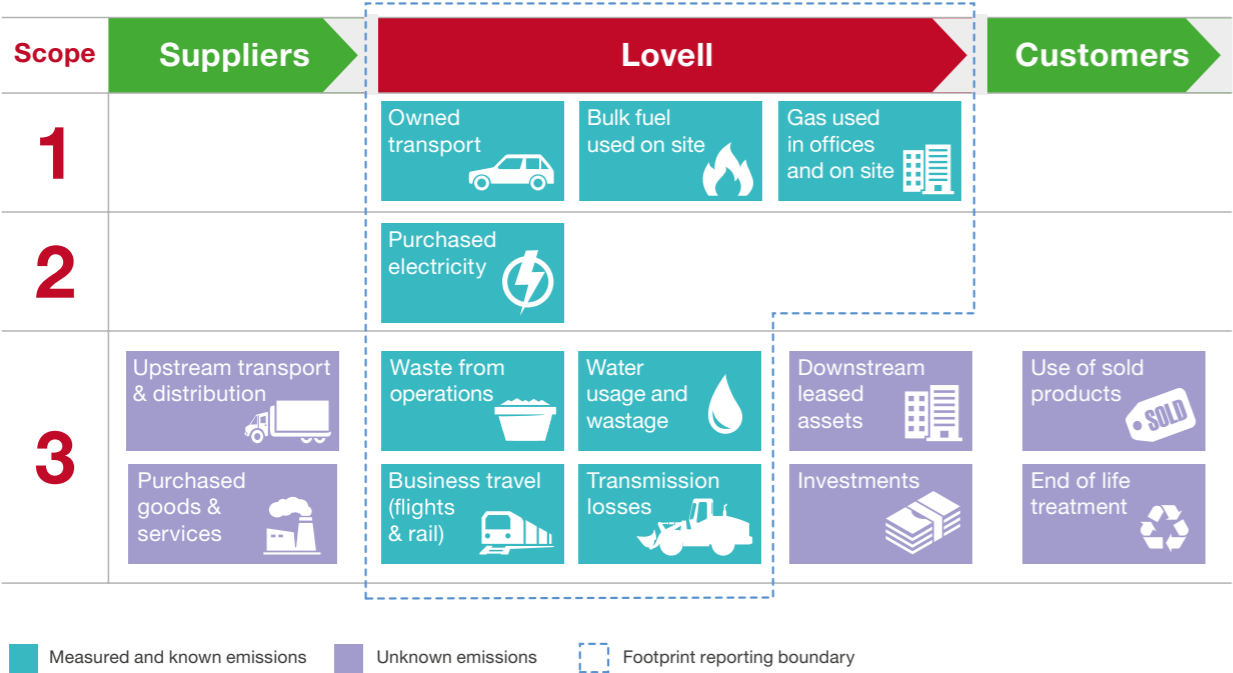
## Ringswell

Our Ringswell site in the Southern Region has taken steps to establish itself as an eco-friendly development. The partnership with our client LiveWest aims to bring affordable housing to the region whilst supporting our total commitments and “creating a greener future together”. Each process of the project has been carefully considered to enhance environmental performance and support sustainable living. By utilising a fabric first approach and opting for timber frame and other sustainable materials, operational carbon has been reduced by 19% and embodied carbon by 36%, with an increase in build cost of only 3%. More information on the site can be found through the following link- [https://www.linkedin.com/posts/lovell-partnerships-ltd\\_partnerships-partnershiphousing-lovell-activity-6876494329301540864-kM57](https://www.linkedin.com/posts/lovell-partnerships-ltd_partnerships-partnershiphousing-lovell-activity-6876494329301540864-kM57)

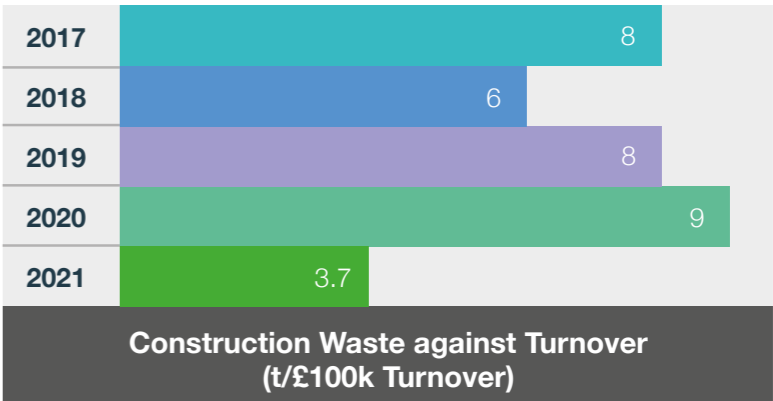
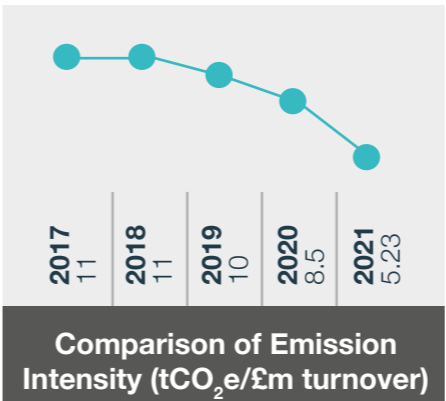
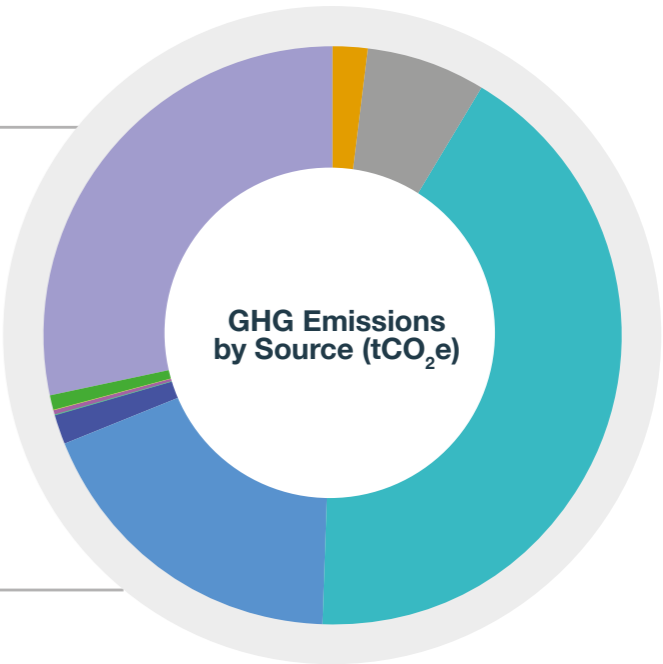
# Improving the Environment



### The scope of our reporting



- Company car mileage 60 (2020 - 63.90)
- Commercial fleet 186 (199.46)
- Bulk fuel 1,162 (1,415.10)
- Natural gas 0 (22.84)
- Electricity 505 (737.88)
- Transmission losses 45 (63.46)
- Air travel 2 (4.25)
- Rail 9 (10.60)
- Waste 1 (1.14)
- Water 21 (190.01)
- Private car mileage 782 (796.09)



Absolute Emmissions (tCO <sub>2</sub> e)	2018	2019	2020	2021
tonnes CO <sub>2</sub> e				
Scope 1	2,840	2,637	1,701	1,520
Scope 2	1,206	903	738	505
Scope 3	1,617	1,604	1,065	861
Total Gross Emissions	5,663	5,144	3,505	2,886

# Enhancing Communities



Here at Lovell, we aim to empower the communities in which we work. Throughout 2021 we have provided local communities with schemes, projects and donations that allow us to leave a legacy beyond the housing development.

## Rackheath Primary School

Following initial contact with Rackheath Primary School in the early parts of summer, we returned in the Autumn with partners, Flagship Group and Bateman Groundworks. Together we worked to provide the school with a new wild area, giving the students a place in nature to relax and learn. We also sponsored the schools’ football team with a new kit and worked to educate and excite students about construction. An assembly for 200 students was delivered, in which we spoke about site safety and challenged the pupils to design posters depicting site hazards, which would then be put on display at our Trinity Meadow site at Rackheath. The site team also welcomed enthusiastic year 5 and 6 students to the 157- home site. Students were given a tour of a working site and were able to learn about the stages of constructing a home.



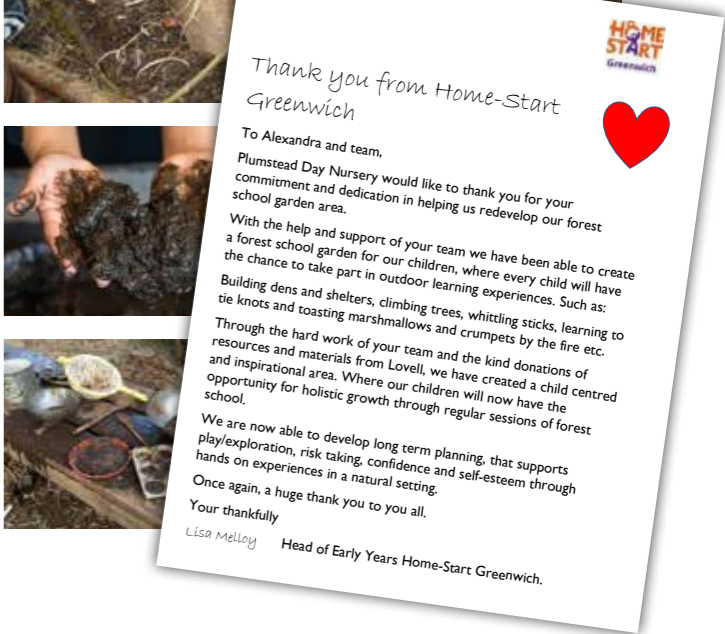
## Home-Start, Greenwich

Over the past 5 years, we have supported Home-Start Greenwich on a number of projects across the Borough. For 25 years the independent charity has worked to support young children and families in the local community. Our relationship has allowed us to deliver meaningful work that brings about positive development within the area. In 2021 we partnered with Home-Start again to deliver Christmas presents to the children and work on several projects to help develop outdoor spaces across the Borough of Greenwich.

One of the projects we have worked on was with Mulgrave Primary School, the allotment project was established to help provide a transformative outdoor experience, encourage an active lifestyle, promote self-discovery, inspire growth and stimulate respect for nature. Lovell donated hard work and materials to help create 24 vegetable patches, which have been maintained throughout the year. Over the course of 2021, we have received regular updates on the allotment and were invited back to see the progress, we continued our support by donating a Water Butt to aid in the sustainability of the project.

In October, we partnered with Home-Start again to bring an outdoor space to Plumstead Children Centre. This time we worked to bring the Forest Garden project to life. The plan for the project was to create somewhere in which children felt safe to play, experience holistic growth and an area both the children and staff could enjoy. We supplied 12 volunteers on the day who came equipped with materials and tools. We hope our donations means the staff at Plumsted Children Centre can continue to support and develop the children’s outdoor experiences.

Following the completion of our Trinity walk development in Woolwich, a celebratory event was hosted to mark the occasion. As part of the event, subcontractors supplied prizes for a raffle in which over £500 was raised. This money was donated to Home-Start, who were grateful for all the support we have given them over the years. We will continue to show our support within the local community and look forward to our next project with the charity.



# Enhancing Communities



## Queens Platinum Jubilee

2022 marks the Queen's Platinum Jubilee and as part of a commitment to her legacy, a tree-planting initiative has been created in her honour. The Queen's Green Canopy invites individuals, organisations and groups from across the UK to plant as many trees as they can between October 2021 and March 2022, and from October 2022 until the end of the Jubilee year. These months form the official planting season, and it is the best time of year for the trees to thrive. As part of this initiative, we have planted 100 trees at our Ymyl Yr Afon development in Merthyr Vale. We invited children from Ynysowen Primary School to help us plant the last 30 trees and a bench was donated for the residents and the wider community to enjoy. The

initiative was a great success and, our Community Development Coordinator, Charlotte Holder said: "It has been a joy getting involved with Ynysowen Primary School to plant these 100 trees to celebrate the Queen's Platinum Jubilee. The Queen's Green Canopy has allowed us to leave a legacy within the local community and contribute to boosting the ecological impact of the development."



## Engaging with the Community

As we approached Halloween in 2021, the show homes at our Blossomfield site in Thorp Arch, were nearing completion. This provided the perfect opportunity to collaborate with a local school, Crossley Primary School, where we asked pupils to decorate pumpkins that could be showcased alongside the homes. The children were excited by the prospect of having their work on display and potential homeowners enjoyed the creative and homely touch the pumpkins brought to the development.

A similar project was also carried out at the 175 home site, Saddler's Grange. We sponsored the local towns annual Picnic in the Park event organised by Ashes Playing field trust. The sponsorship allowed us to host a stall which was a great way for us to get to know the local community, whilst informing them about the exciting development taking shape on their doorstep. At the stall, we distributed Lovell goodie bags, gave families seed

packets to sow in their gardens and invited children to get involved with decorating stones that would be displayed at the show homes.

Many communities, groups and organisations have struggled during the pandemic. Local sports teams - who often rely on sponsorships, donations and partnerships are no exception. Doncaster Rovers Belles RTC is a women's football team that was founded in 1969. The club has produced many well-known players within women's football and looks to provide an experience to players across a variety of age ranges, hoping to provide them with the necessary tools to potentially progress to the professional game. We have sponsored the club £800 for the year which has been put towards new kits for the season.

"We would like to thank Lovell for their sponsorship. Without such, we would have bare minimum funding to run our RTC where we provide an opportunity for elite players to be able to continue their journey on the Lionesses pathway."

**Chantelle Haigh,**  
Club Manager at Doncaster Rovers Belles RTC



# Working with our Supply Chain



At Lovell, we recognise the importance of aligning the supply chain with the sustainable efforts of the company. The responsibility of reducing the environmental impact of the industry falls to all parties, and we work with subcontractors and suppliers who can demonstrate the environmental and socioeconomic awareness required to achieve this.

## MS Supply Chain Event

September saw the return of the Morgan Sindall supply chain event at Silverstone. This event welcomed guests to share the ideas, experiences and innovations that can help us all face the challenges of climate change, reducing waste, skills shortage, staff wellbeing, innovation and many other issues. The day was a great success and encouraged collaboration amongst the supply chain family as we all work towards building a more sustainable future.

## Supply Chain

Many of our partners across the supply chain have also begun to adopt sustainable methods and are actively seeking ways in which they can reduce their environmental footprint.



Carlisle Brass (manufacturers of lever furniture) have responded to our and others' requests to make changes to their packaging. They identified areas for improvement in box size, printing and plastic usage as some of the ways in which Carlisle brass are contributing to their aim of preventing pollution, reducing waste and minimising the consumption of resources.



Similarly, Marshalls have also taken the steps to reduce their waste and emissions. Months of trials resulted in the conclusion that non-essential plastic wrapping can be removed from kerb and edging products without affecting the quality or safety of the items for transport, storage or installation. We have started to see products arriving free of plastic wrapping and in the necessary pallet and packaging straps, aiding in the reduction of onsite waste.



The UK's leading manufacturer of Beam and Block flooring solutions has made strides towards reducing their emissions across their facilities. Milbank Concrete has confirmed that they are now exclusively using HVO fuel on their premises, resulting in a 90% reduction in their gas oil carbon emissions, when compared to traditional diesel. This has helped to contribute to a carbon saving of 880kg at Hopton, where Milbank supplied 425 tonnes of beams.

## Supply Chain Sustainability School (SCSS)

The SCSS is a primary method of engaging with the supply chain and we invite all businesses, to contribute to developing their sustainable actions. The school is free to all and offers online learning, workshops and webinars across an array of sectors within the construction industry. These tools are focused on sustainability and we require all our supply chain to be working toward a Bronze level within the school.

## Supply Chain Newsletters

Part of being a responsible business is working to engage others on the journey to net-zero. In 2021 we started a bi-annual supply chain newsletter. This newsletter aims to inform the supply chain on not only the work being carried out at Lovell but the positive steps being taken across the entire supply chain, with the hope of inspiring others.



# Membership and partnerships

Name	Type of initiative or organisation	Nature of participation
 <b>Achilles</b> (Formerly CEMARS)	Accredited Greenhouse Gas Certification Scheme	Accredited
 <b>British Safety Council</b>	Government-regulated awarding and training organisation	Member
 <b>CDP</b> (Formerly Carbon Disclosure Project)	Global disclosure system to manage their environmental impacts	Member
 <b>citb</b>	Construction Industry Training Board	Participant
 <b>Considerate Constructors Scheme</b>	A not-for-profit, independent organisation which raises standards in the construction industry.	Member
 <b>CHSG</b> Construction Health and Safety Group	Provider of health and safety training and support to construction and associated industries	Member
 <b>GLAA</b> Gangmasters and Labour Abuse Authority	Part of the GLAA construction protocol – preventing exploitation and protecting workers	Member
 <b>Grown in Britain</b>	A movement designed to help create a sustainable wood culture	Member
 <b>HBF</b> (Home Builders Federation)	Representative body for UK house builders	Member
 <b>NHBC</b> National House Building Council (N.H.B.C.)	Non-profit organisation that sets standards for UK house-building for new and newly converted homes	Registered
 <b>RoSPA</b> (Royal Society for the Prevention of Accidents)	A British charity that aim to save lives and prevent life-changing injuries resulting from accidents	Certification
 <b>SGS</b>	ISO 9001:2015 – Quality ISO 14001:2015 – Environment ISO 45001:2018 - Health and Safety	Certification
 <b>SCHOL</b> Supply Chain Sustainability School (SCSS)	Supply chain educational facility	Partner
 <b>UK GBC</b> UK Green Building Council	Charity and membership organisation which campaigns for a sustainable built environment	Member
 <b>Women into Construction</b>	Independent not-for-profit organisation that promotes gender equality in construction	Member

# Lovell contact

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# Boundaries and assurance

## Boundary

The scope of this report covers the direct operational impact of our offices, new build, planned maintenance and refurbishment projects.

## Assurance

We do not currently externally assure our sustainability report, although our greenhouse gas emissions are verified through Achilles CEMARS.

# More information

**To find out more about Lovell and Morgan Sindall Group's Responsible Business approach visit:**

**Lovell website:**  
[www.lovell.co.uk](http://www.lovell.co.uk)

**Morgan Sindall Group website:**  
[www.morgansindall.com](http://www.morgansindall.com)

 [@lovell\\_uk](https://twitter.com/lovell_uk)



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