

SOCIAL VALUE REPORT **2021**



Personal pride in our public service

EMPOWER | ENGAGE | EXCEL





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Message from Amanda

Amey's role is at the heart of modern Britain, as we serve and impact the communities in which we work.

We believe every community across the UK should have the opportunity to prosper and everyone should have the chance to thrive, no matter their background.

This belief underpins the progress we have made in 2021 to deliver positive social and environmental impact. This has never been more important. The ongoing impact of the Covid-19 pandemic is still widely felt, and this sits alongside wider uncertainties in the face of social, economic and environmental challenges.

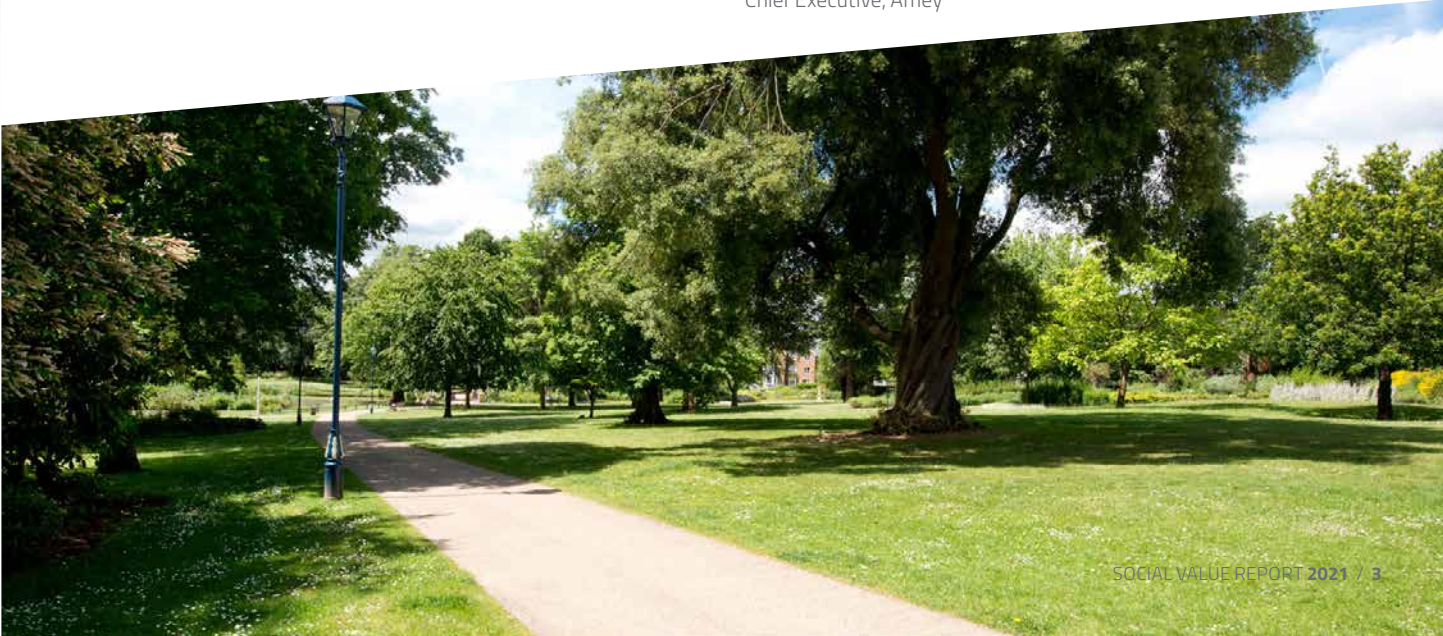
That's why I'm pleased to share this report to provide an overview of the progress we've made to accelerate our action to create social value.

This year we have provided a range of employment and skills opportunities and launched an

'Opportunity Action Plan' as a pathway to contribute to levelling up across the UK. We continue to partner with small businesses and social enterprises and have joined the Supply Chain Sustainability School to collaborate for training and upskilling across our sector. We have stepped up our action on Climate Change – committing to set Science-Based targets, whilst supporting our clients to achieve their sustainability aspirations. And, we continue to provide our employees with the Freedom to Perform, introducing 'Lead to Engage' and 'Lead to Excel' development programmes, whilst launching a refreshed reward strategy and flexible benefits to recognise and support our teams.

Over the next 12 months we look to continue our efforts, making sure together with our clients, suppliers and wider stakeholders – we're taking bolder steps to create the changes we want to see for a more equal, prosperous and healthy future for all.

Amanda Fisher
Chief Executive, Amey





Governance for Social Value

The Amey plc Board holds ultimate accountability for our social value contribution.

**OUR SOCIAL VALUE POLICY
CAN BE VIEWED HERE**

Our Executive Committee is responsible for setting policy, determining our strategy and providing leadership to drive and deliver it.

In 2021 our Social Value Committee monitored progress against an annual plan of activity, aimed to ensure that Amey conducts its business to achieve maximum positive impact on the communities, people and the environment in which it works.

To help inform, shape and deliver our action we have established a number of pan-Amey forums:

- Health and Safety Strategic Committee
- Wellbeing Steering Group
- Inclusion Steering Group
- Procurement Board
- Affinity Networks – Women@Amey, PRIDE, Multicultural, Neurodiversity, Armed Forces

Our Business Units are responsible for cascading the strategy and developing their own social value action plans. In 2022 will be establishing an 'Environment and Social Impact Committee'.



Sustainable Development Goals

The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, provides a shared blueprint to end poverty, protect the planet, and ensure peace and prosperity for all, now and in the future. This is set out through 17 Sustainable Development Goals (SDGs).



Amey's purpose and opportunity to deliver real change, focuses on SDG 9 (industry, innovation and infrastructure) and SDG 11 (sustainable cities and communities). However, given the range of our services we also contribute to other goals.

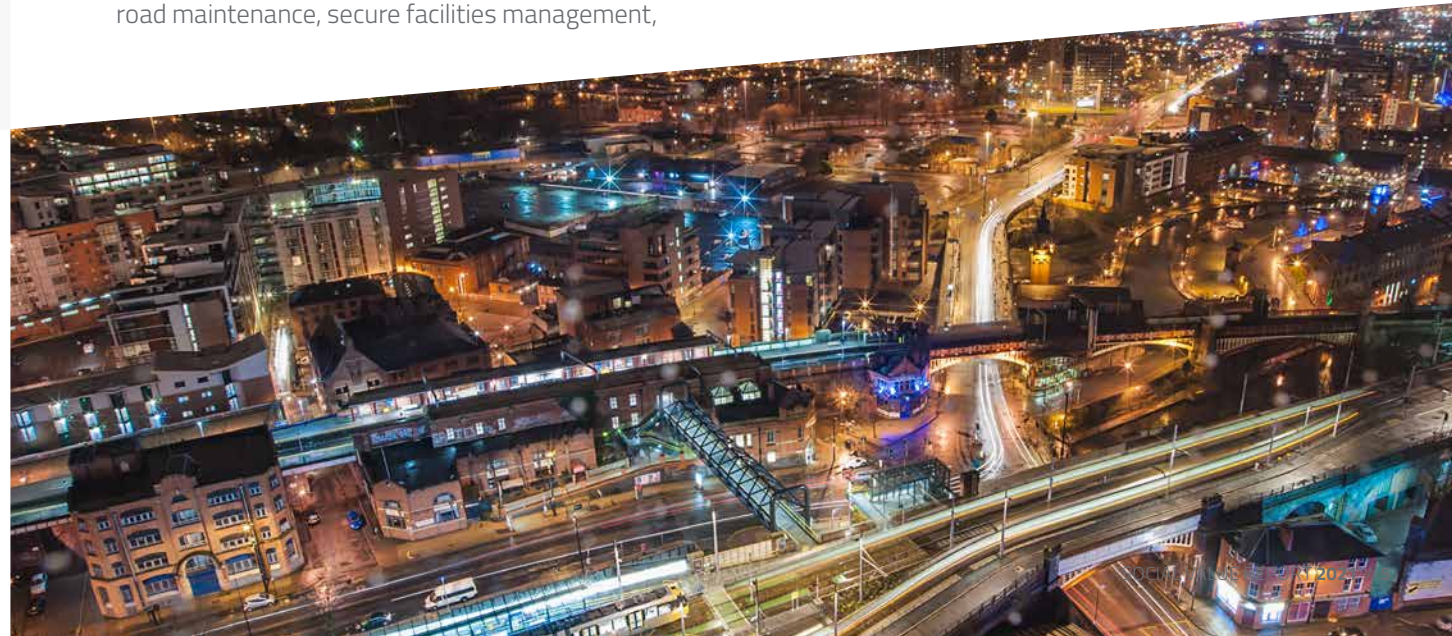


Amey's core capabilities are designing, maintaining and transforming the nation's strategic assets and we're proud of the role we play in the delivery of public services across rail and road maintenance, secure facilities management,

utilities maintenance and household waste management. To ensure industry and infrastructure is fit for the future, Amey is promoting low carbon technologies, circular approaches that tackle climate change and resource shortages; and data-driven business models which support social value.

Around 5 billion people are expected to live in cities by 2030. Amey has a role to play in designing efficient and connected cities and communities, that deliver greatest value to their citizens. We know public engagement must be at the heart of this development and we will use the increasing availability of social media and smartphone technology to engage with those using public services.

We recognise the potential to have lasting impact on the economic, social and environmental wellbeing of the people we serve.



Investing in our people

Supporting our suppliers

Reducing our carbon footprint

Transforming local communities



13,890 employees



74% spend with SMEs



Commitment to Net Zero by 2040 set



£130k fundraised for Cancer Research UK



£7,240,000 spent on learning



£3.9m spend with VCSEs



99% procurement of renewable energy



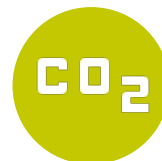
4710 young people inspired



96% of managers completed Mental Health training



97% supplier invoices paid within 60 days



6.4% reduction in Scope 1 and 2 emissions



89 new apprentices and 27 Kickstart placements



17 Cancer awareness events



1 new Social Enterprise seed funded



1400 employees completed Project Carbon Reduction training



60 veterans hires and 84 service leavers benefited from Amey mentoring

SOCIAL VALUE IN NUMBERS

INVESTING IN OUR PEOPLE

The success of Amey depends on our people. The skills and commitment of our 14,000 employees are fundamental to our business.

2021 PERFORMANCE PROGRESS

PERFORMANCE INDICATORS	2018	2019	2020	2021
Number of employees (as of Dec)	15,974	15,648	14,762	13,890
Employees paid the Real Living Wage (%)	-	-	100	100
Male to female ratio	74:26	73:27	72:28	70:30
Employee Lost Time Injury rate	0.94	0.48	0.33	0.34
RIDDOR (reportable injuries, diseases and dangerous occurrences) rate	0.3	0.15	0.14	0.15
Number of Wellbeing Ambassadors	-	117	215	200
Number of Mental Health First Aiders	-	89	120	175
Amount spent on learning	-	-	-	£7,240,000
Number of training courses delivered	-	-	-	2,740
Number of digital learning courses completed	-	-	-	81,692

[READ OUR GENDER AND ETHNICITY PAY GAP REPORTS HERE](#)



NEXT STEPS

- Continuing to reward and recognise the hard work of our employees – sharing information about the range of flexible benefits available and developing a three-year reward strategy.
 - Using our inclusion networks and ambassadors to continue to embed an inclusive culture that welcomes diversity; giving people the comfort and confidence they need to break down barriers.
 - Build on our management capability and empower people to design a workplace that is psychologically safe.
- Move from compliance to care and from rules to relationships, building on the successes already achieved within Health and Safety.
- Provide additional thinking and tools to reduce both severity and frequency of incidents within Amey by focusing on 'human factors'.
- Progress our innovative Investors in People partnership with an accelerated programme, moving our status from Silver to Platinum over three years.

Develop and engage people within our workplaces

We are committed to developing the full range of talent at Amey and giving everyone the opportunity to shine. Developing and engaging our 14,000 strong team and giving them the freedom to perform is a key priority. It allows individuals to thrive and ensures that we deliver the best results for our clients and customers.

OUR FREEDOM TO PERFORM

Freedom to Perform supports our employees to achieve the best for themselves, our business and for our customers. It encourages individuals and teams to innovate and to work both creatively and collaboratively, forging the right partnerships – whether in-house or with business partners, academia or third sector organisations – to deliver the very best outcomes for our customers and clients.

Freedom to Perform is underpinned by a framework of three guiding principles.

- **Empower** – giving our people the freedom to make decisions and take responsibility for outcomes
- **Engage** – involving our people in decision-making and supporting them to take ownership of delivery
- **Excel** – ensuring that teams and individuals across Amey's business are free to perform at their best by removing barriers, supporting development and fostering a can-do attitude

£7,240,000
spent on
learning



A programme of initiatives helped to embed Freedom to Perform, bringing the framework to life for employees throughout the business. These included:

- CEO webinar cascades - taking place throughout the year to our 100 most senior employees, supported by a briefing pack.
- All company calls giving each and every Amey employee the opportunity to access our leadership team, hear about new initiatives and feedback their views and experiences.
- Our Freedom to Perform conference showcased new thinking and pioneering initiatives and featured inspiring speakers from different walks of life.
- Our employee magazine 'The Hub' keeps all employees up to date with developments right across Amey's business, including new initiatives and opportunities.

RECOGNITION

We value the talent, creativity and commitment of our team. Throughout the year, our employees are encouraged to recognise colleagues who have gone above and beyond the norm through Amey's A*Stars recognition programme. This year more than 2,500 nominated employees received an A*stars card for exceptional work. Our A*star awards event held at the end of the year is a further celebration of our people. This year, 661 teams and individual were nominated for awards across ten categories and their achievements recognised at a virtual ceremony. This included a message from CEO Amanda Fisher and all staff were encouraged to take time out to be part of this event. We were pleased to introduce a new 'Eco Hero' category this year.



IMPROVING OUR EMPLOYEE BENEFITS

Offering the right package of benefits to our employees is important. We expanded this package which includes a range of financial and health benefits alongside time off for personal commitments.

- Our Choices scheme supports our employees to make the most of their money, letting employees choose the benefits that suit them best. It offers a range of options from cycle to work, gym membership and additional annual leave as well as new additional discounts on vehicle recovery
- Save with Amey, our online shopping portal, offers hundreds of online and in-store discounts covering days out, holidays, phone contracts, grocery shopping and more. In 2021, more than 6,000 employees registered with the platform and benefited from combined savings of over £140,000
- The Vitality GP app offers employees free, quick and convenient access to video consultations to speak to a doctor about any aspect of health. Appointments are open seven days a week and can be booked up to seven days ahead
- The Care Concierge Service is available to all employees, offering telephone advice and support around the provision care for loved ones
- Every employee received a 'thank you' hamper as a gesture of thanks from our Executive Committee during this difficult year. The content was sourced from British SMEs, including social enterprises
- A new Personal Day, introduced in August gives new flexibility to Amey's frontline workers, allowing them up to 8 hours off to help them meet personal commitments.

Create inclusive workplaces and a diverse workforce

At Amey, we know that we all win when our employees feel free to be themselves, bringing their unique skills and perspectives to their work. A truly diverse workplace accepts people for who they are regardless of background, identity and circumstance and ensures every voice is heard. This year we have continued our drive to promote inclusion throughout our business.

EMBRACING DIFFERENCE

93% of respondents describe a feeling of belonging at Amey.

The past year has seen us embed our Embracing Difference strategy across the business. Designed to drive culture change and make inclusion a common thread underpinning all we do, it includes a network of Inclusion Ambassadors and Affinity Groups empowered to challenge the status quo and push for change.

- Our 48 ambassadors champion embracing difference throughout our business along with key Amey-wide events celebrating International Women's Day, National Inclusion Week, Black History Month and Race Equality Week
- Network Affinity Groups include Women@Amey, Multicultural, Pride and Neurodiversity groups. These have been critical to the development and delivery of initiatives creating a workplace where employees have a safe space and feel comfortable to call out non-inclusive behaviour.

We launched our first Inclusion survey in 2021. Feedback was encouraging with 93% of respondents describing a feeling of belonging at Amey.





**WINNERS OF THE 2021
HR EXCELLENCE AWARD
FOR BEST INCLUSION AND
DIVERSITY STRATEGY**



**WINNERS OF THE 2021
EMPLOYERS NETWORK
FOR EQUALITY AND
INCLUSION'S INCLUSIVE
CULTURE AWARD**



**ACCREDITED DISABILITY
CONFIDENT LEVEL
2 (EMPLOYER) AND
WORKING TOWARDS
LEVEL 3 (LEADER)
IN 2022.**



AN INCLUSIVE WORKPLACE

In 2021, our focus was embedding Freedom to Perform across our business, empowering employees. Our newly updated Flexible Working Policy has been widely communicated and gives people the flexibility to make decisions about how, when and where they work. This aims to open up our vacancies to a more diverse talent pool - including women, carers, parents and people with disabilities

- giving everyone the opportunity to succeed, no matter what their background or life experience.

Enhanced maternity pay gives additional support to employees about to become parents or who have parental responsibilities. Amey employees now receive pay for their full 52 maternity leave entitlement.



Amey's first Ethnicity Pay Gap Review was supported by an ethnicity disclosure of 81%

Over the past five years, more than 800 students have taken part in the GEEP programme with more than 90% of participants coming from Black, Asian and Minority Ethnic (BAME) backgrounds.

Multicultural

Our Multicultural network brings colleagues together to promote and educate the wider business on the diversity of cultures across the business. Action taken this year includes:

- As signatory to Business in the Community's refreshed Race at Work Charter, we reaffirmed our support for this important initiative, recognising the need for greater allyship and diversity within our supply chain
- A programme of seminars running throughout Race Equality Week raised awareness and understanding of privilege and the different types of bias along with inequalities in the workplace
- The 100 most senior leaders across Amey have all been coached in multicultural lived experience. These 'What is privilege anyway?' training sessions were run by our Affinity group leads
- New 'Safe Space' conversations with volunteers from our Multicultural group were introduced to help understand what it feels like to be in a minority in Amey
- We published our first Ethnicity Pay Gap Review, supported by an ethnicity disclosure of 81%.

As part of our partnership with The Graduate Engineering Engagement Programme (GEEP), we continue our work to help graduates gain insights into engineering, learn employability skills and take advantage of networking opportunities.

[READ OUR ETHNICITY PAY GAP REPORT HERE](#)

64% of the cohort from the 2019/20 Women's Leadership Development Programme have been promoted or moved to a new role within Amey



Gender

Our Women@Amey network was created in 2016 to promote gender inclusion. It does this through attracting, supporting, developing and retaining women at all stages of their career. This year it:

- Concluded its 2019/2020 Women's Leadership Development programme. This nurtured the skills, knowledge and capability of 20 of our most talented women
- Delivered our first ever online 'Women's Festival' with over 300 participants joining in webinars, exercises and panel discussions
- In an industry first Amey is giving all employees (and their partners) access to the Peppy

app - a support service to discuss

menopause symptoms and treatment options, work issues and plans to move seamlessly through the menopause transition. This not only demonstrates our commitment to driving gender equality in the workplace but also leads the way in our sector highlighting that menopause is not just a women's issue, it's a workplace issue

- Worked in partnership with Women in Defence UK. Through participation in its mentoring programme, workshops and events throughout the year, we are supporting the development of women in our defence teams.



PROMOTING A CULTURE OF SAFETY

In 2021 an average of 97% of our daily operations across the business were delivered incident free. In the same period our reportable injuries reduced by nearly a third.

Our Zero Code remains core to our business. This is a simple work code that highlights key actions everyone must take to protect themselves and others from harm. It focuses on encouraging and developing correct and safe behaviours and rests on four key principles:

- Ready to go (fit and well)
- Kitted out (right tools, equipment and competence)
- Stick to the plan (reassess if things change)
- Stay alert (be aware of risks and hazards)

Employees are actively encouraged to feel empowered and to shout out if they see work conditions that are potentially unsafe.

In 2021 our Rail business was commended by the Royal Society for the Prevention of Accidents (RoSPA) in their Public Service and Local Government Sector Award while our Highways and Power Major Projects won Gold awards.

Achieve zero harm and promote healthy lifestyles for all

The health, safety and wellbeing of our team is our key priority. It is our firm belief that no injury or ill health should be caused by work activities and we aim to deliver our operations safely every day, embracing the highest standards in this critical field. But wellbeing extends beyond health and safety and we are proud to invest in a host of initiatives promoting good physical and mental health amongst our employees.





COVID

Our Covid Steering Committee continued to meet regularly throughout 2021. They adapted working practices throughout the various stages of the pandemic, complying with Government guidelines and ensuring we continued to operate safely during Covid-19.

A small number of our employees have long Covid. We are supporting their return to work with the help of our specialist Occupational Health providers.

Amey won the RoSPA 'Initiative of the Year Award 2021' for our 'Future Office Initiative'. This examines the psychological impact of Covid-19 – including stress and isolation - on employee wellbeing.

STAMP IT OUT

Amey and our client, Staffordshire County Council, backed the 'Stamp it Out' campaign following an increase in road worker abuse, affecting both the physical and mental health of its highway's operatives. Amey is encouraging cross-industry support for the campaign in order to bring about real change. Our Transport Infrastructure HSEQ Director became Vice Chair of Safer Highways, taking positive action to stop roadworker abuse across the highways sector.



96% of people managers completed the 'Start the Conversation' training course. 93% of people managers completed 'Manage the Conversation' training course.

A FOCUS ON WELLBEING

We are committed to supporting and enhancing the wellbeing of our employees. We do this through our holistic Wellbeing Framework which considers the physical, mental, financial, social and workplace wellbeing needs of our people.

In 2021 we held Wellbeing Wednesdays every month, encouraging people across the organisation to make time for their own wellbeing. A different wellbeing topic covering either a mental or physical health issue was selected each month and information about this given to employees, with inspirational guests and Amey employees sharing personal experiences and tips. Employees are also signposted to our Wellbeing resources library.

Alongside awareness campaigns, new mental health training programmes were rolled out to all People Managers. These aimed to help them manage conversations about mental health with teams and individual employees. The 'Manage the Conversation' training was completed by 93% and 96% completed the 'Start the Conversation' course.



WELLBEING AMBASSADORS AND EMPLOYEE ASSISTANCE

Since Amey signed the Time to Change pledge in 2017, our network of ambassadors has been instrumental in our progress in this important area. They act as a powerful voice across the business, communicating new interventions and providing feedback as well as raising awareness of mental health and challenging stigma.

To build on this work and further improve awareness and understanding of mental health, we are upskilling our entire network of Wellbeing Ambassadors through a Mental Health First Aid training programme. In the past year, 100 employees completed this training.

Our Employee Assistance Programme (EAP) is promoted across the business and in 2021 we broadened its scope to include employees' immediate family members. Those who opted to engage in structured therapy after calling EAP saw their Generalised Anxiety Disorder (GAD-7) average score drop from 2.0 to 0.9 and the average score on the Patient Health Questionnaire (PHQ-7) fell from 1.6 to 0.8.



KEY CAMPAIGNS

- In May 2021 we marked Mental Health Awareness week with moving and eengaging webinars including guest speaker Frank Bruno talking about his own mental health struggles which led him to create the Frank Bruno Foundation. Help and support available to employees was also highlighted
- We launched Peppy, a menopause support service for employees and their partners.
- Working with our charitable partnership with Cancer Research UK (CRUK) we held 17 cancer awareness events. CRUK nurses educated employees on reducing their cancer risk as well as how to spot early signs. More than 600 employees took part, with 99% reporting that they would recommend the activity to a colleague and 92% saying they had a better understanding of how they can support their own health
- We began a partnership with mental health charity Mates in Mind to promote positive mental wellbeing across the business. Mates in Mind was established to tackle the challenges of mental ill-health within the construction sector and this

partnership will help Amey drive positive change for its own employees and for the industry at large. Amey commissioned the charity to conduct a survey across its business and produce a detailed report. This informed business level action plans and, at a Group level, was a catalyst for awareness raising activity as well as specialist training in how to engage around mental health issues. This was aimed at our people managers, giving them the tools, resources and confidence to start conversations around mental health.

92% of attendees had a better understanding of how they can support their own health.



SUPPORTING OUR SUPPLIERS & INNOVATION

Our suppliers are part of the Amey family and we aim to develop and maintain healthy and diverse supply chain relationships. Strong relationships with suppliers help create value for communities, support economic growth, improve skills and create job opportunities. They also help drive progress on social and environmental issues to the benefit of everyone.

2021 PERFORMANCE PROGRESS

PERFORMANCE INDICATORS	2018	2019	2020	2021
No. of suppliers	5,250	5,750	4,900	4,227
% SMEs of all suppliers	75	78	77	74%
Spend with all suppliers	£1.9bn	£2.3bn	£1.7bn	£1.6bn
% spend with SME suppliers	43	55	59	66
Spend with VCSEs	£3.6m	£5m	£4.7	£3.9m
Prompt payment	84% of invoices paid within 60 days	95% of invoices paid within 60 days	95% of invoices paid within 60 days	97% of our supplier invoices within 60 days.
Modern Slavery incidents	0	0	0	0



NEXT STEPS

- Continue to identify key products and services within core categories for social enterprise spend, growth and development - aligning these to the sectors and geographies in which we operate
 - Continue to embed the Social Value into key procurement decisions
- Work with the Supply Chain Sustainability School to raise awareness and upskill our suppliers on key sustainability themes
- Continue to develop insight into suppliers and engage with them to minimise the risk of modern slavery in our supply chain

Spending with SMEs and VCSEs

Small and Medium Enterprises (SMEs) are the backbone of the UK economy, supporting local communities and helping them prosper. Some SMEs are also voluntary and community social enterprises (VCSEs). A social mission is central to VCSEs and they support a wide range of environmental and social issues.

WORKING WITH SMES

74% of Amey's suppliers were SMEs equaling £1bn spend.

Amey worked in partnership with more than 4,000 suppliers across the UK in 2021 and its supply chain spend totalled £1.6bn. 74% of its suppliers were SMEs and these accounted for just over £1bn of our supply chain expenditure. Importantly for smaller organisations, we settled the overwhelming majority (97%) of our supplier invoices within 60 days.

At Amey, we're proud of the services we deliver for our clients. To ensure we deliver the very best service, we only work with the best suppliers in the market. That's why our supplier prequalification process is so important; it allows us to evaluate suppliers rigorously and so ensure that we work only with the most capable suppliers in the market and those that adhere to the highest standards.

We now use Constructionline to ensure we assess our suppliers to an industry standard. This fully hosted system provides a searchable database of carefully vetted suppliers. As part of our new partnership with Constructionline, we have also joined its Social Value Working Group. This supports suppliers, particularly SMEs, to report key social impact data. This data will then inform and focus future social value plans. We committed to engaging with our Tier 1 strategic suppliers on their action and progress with social enterprises - this year we have worked with Hays, our key recruitment supplier.



SUPPORTING AND PROMOTING SOCIAL ENTERPRISE

As committed members of Social Enterprise UK's Buy Social Corporate Challenge, we actively support the growth of the Voluntary Community and Social Enterprise (VCSE) sector. In 2021, Amey spent £3.9m with social enterprise suppliers and we are committed to further increasing our spend in this important area.

To achieve an increase in spend, we anticipate the growth and diversification of existing social enterprises coupled with the establishment of new ones. In both cases, we will be proactive in our support.

In 2021, Amey spent £3.9m with social enterprise suppliers

CREATING E50K

Amey is one of the largest defence services companies in the UK. We work closely with military communities, providing essential facilities services on behalf of the Defence Infrastructure Organisation (DIO) and Ministry of Defence (MOD), ensuring that the UK Armed Forces and visiting forces have suitable vehicles, equipment, and housing.

We are a proud signatory of the Armed Forces Covenant and an active contributor to the Ministry of Defence's 'Whole Force' approach to service delivery. As part of our wider social value programme, we are working hard to create better links with the military communities for whom we provide maintenance services.

In 2021 we seed funded e50k, a social enterprise established to give an active voice and platform to those communities. e50k offers support and funding for community-led schemes that enhance the physical and social environment. Support extends to both military personnel and their families and spans a range of resources from education and employment opportunities to help with developing and delivering projects. e50k has a particular focus on tackling career continuity, an issue that impacts the partners of those working in our armed forces.

e50k also has a consultancy arm offering bespoke, strategic development advice spanning analytics, strategy design and community engagement. The profits from this are used to support and enhance service communities. So far, profits have contributed to the development of new community space in Catterick, Bramble Woods. This includes a café, woodland retreat and communal firepit.



Amey's contribution included:

- Expert advice on human resources, legal and commercial matters as well as on health and safety and social value
- Communications support covering digital marketing, design and ongoing promotional activity
- Facilitating access to key stakeholders across the Armed Forces including DIO
- Start-up funding for e50k

- Governance support with two Amey leadership level employees serving as trustees

By the end of 2021 e50k had:

- Provided 2816 of living wage paid hours of work
- Reached 1342 people and supported 14 community organisations
- Amey will continue to actively drive the growth of e50k by using their consultancy services and by supporting key initiatives.

GROWING WITH PAINT 360

2021 was another successful year for our partnership with Paint 360, a Black Country-based social enterprise that works with waste recycling centres, councils and contractors to repurpose waste paint into new reusable materials. It also helps create jobs for young ex-offenders and those who have been unemployed long-term. Amey has worked with Paint 360 since 2019, and in 2021 alone procured over 50,000 litres of its recycled paint. Buying recycled paint saved 65 tonnes of CO₂e (carbon dioxide equivalent).

As sole paint provider, Paint 360 supports Amey's Clean, Rehabilitative Enabling and Decent (CRED) programme in prisons. This aims to help prisoners access skills and transform their living environments.

Amey was pleased to support Paint 360 in the process of becoming ISO9001 certified.

"2021 has seen the full acceleration of the CRED programme across many new sites. We are proud to be a part of such a meaningful rehabilitation programme and look forward to working with Amey in 2022." Kirsty Shingler, Account Manager at Paint360



CURATING OUR CENTENARY HAMPERS

Social enterprise Ethstat curated and delivered 14,000 environmentally and ethically sourced hampers, bringing positive social impact to the local community. This project benefited 53 disadvantaged people who live in or around Croydon – including both homeless and unemployed individuals and support social enterprises across the UK who have fulfilled the large orders.

As a community interest company reinvesting profits to end homelessness, Ethstat firmly believes in the power of the pound in making positive change to people's lives.

Amey's partnership with Ethstat to produce the hampers in this way resulted in:

2,185
HOURS OF
LIVING WAGE
EMPLOYMENT

53
DISADVANTAGED
PEOPLE
ACCESSED WORK

2,140
HOT MEALS FOR
THE HOMELESS

17 SOCIAL
ENTERPRISE
DELIVERY
DRIVERS
EMPLOYED

91.6% SPEND
WITH A SOCIAL
PURPOSE

2 FULL
TIME STAFF
EMPLOYEES

106 HOURS
OF CERTIFIED
TRAINING

The packing days have supported Evolve Housing, Lives Not Knives as well as the product suppliers for the hampers themselves.

"The scale of this project is simply astounding. We are incredibly proud to have brought together a consortium of social enterprises and extraordinary businesses from Inverness to the southwest, from Hereford to East Anglia. Using the power of Amey's procurement, we are fulfilling the promise of the big society."
Bruce Halai-Carter
Co-Founder, Ethstat Ethical Stationery CIC

REDUCING MODERN SLAVERY

Amey takes a zero-tolerance approach to non-compliance with the Modern Slavery Act throughout its business and supply chain.

We operate under robust policies that ensure business is conducted to the highest ethical standards. These include our Code of Ethics and Sustainable Procurement and Supply Chain Policy statements along with stringent recruitment, inclusion and safeguarding policies. These are further supported by our Health and Safety and Social Value policies.

[READ OUR POLICIES HERE](#)

Robust processes sit alongside these policies. Pre-employment screening for all potential recruits includes identity checks and confirmation of entitlement to work in the UK. Sub-contractors and suppliers must adhere to our policies relating to modern slavery and human trafficking and this requirement is included in our contractual terms.

We also undertake risk assessment and supply chain mapping to identify the key modern slavery risks in our supply chain. In addition, we audit supply chain partners to assess their controls.

Training is given to all Amey employees on the risks of modern slavery and human trafficking and how to take steps to mitigate these risks. Our anonymous grievance and whistle-blowing process covers any concerns within the business or the supply chain.

Steps to strengthen our approach in 2021

We continue to look for ways to strengthen our approach and minimise the risk of modern slavery. New measures introduced include:

- Additional employee checks designed to spot duplication of key details including next of kin, addresses and bank details
- Updating employee training including both our online LearnUpon system and offline training.

Our performance in this critical area is measured against number of incidents raised. In 2021 there were no incidents raised.

In early 2021, Amey completed the Cabinet Office's Modern Slavery Assessment Tool scoring 94%. We continue to review and implement recommendations from this assessment and constantly look for new ways of tackling this issue.

Our Slavery and Human Trafficking Statement

In line with its legal requirement, Amey produces an annual slavery and human trafficking statement. This sets out the breadth and depth of our commitment to tackling modern slavery, building long-term sustainable relationships with our suppliers to this end, working collaboratively and exchanging of innovative approaches and good industry practice.

[READ OUR STATEMENT ON SLAVERY AND HUMAN TRAFFICKING HERE](#)

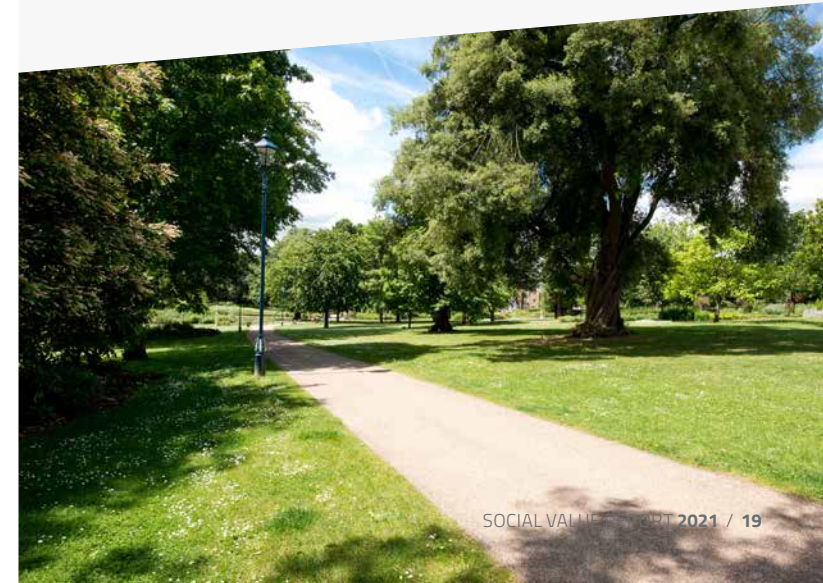
PAYING SUPPLIERS PROMPTLY

Amey sees paying suppliers promptly as an ethical responsibility. Speed of payment and stable cashflow is particularly important to the thousands of SMEs and VCSEs we are pleased to have as partners.

We adhere to the UK Prompt Payment Code which requires us to report to government every six months on our payment performance. We currently pay 97% of supplier invoices within 60 days and will continue to work to improve our performance.

Amey pays 97% of supplier invoices within 60 days.

Amey scored 94% on the Cabinet Office's Modern Slavery Assessment Tool



REDUCING OUR CARBON FOOTPRINT

Delivering a wide range of services across sectors and clients, we recognise our responsibility to be a low carbon, resource efficient business and to support our clients to achieve their own carbon and climate change goals.

We remain committed to an ongoing reduction in our emissions, using science-based approaches and targets to drive this change.

2021 PERFORMANCE PROGRESS

PERFORMANCE INDICATORS	2018	2019	2020	2021
% of business operating under an Environmental Management System that has been externally certified to ISO 14001	100%	100%	100%	100%
% Renewable energy procurement	87%	91%	99%	99.1%
Scope 1 Carbon emissions (GHG Protocol) - CO ₂ tonnes equiv	219,153	232,219	229,903	215,181
Scope 2 Carbon emissions (GHG Protocol) - CO ₂ tonnes equiv	2,870	742	85	102
Recycled or recovered brokered waste	96%	95%	94%	95%



NEXT STEPS

- Embed the Task Force on Climate-related Financial Disclosures (TCFD) framework throughout Amey as means to fully understand risks and opportunities
- Gain ISO 14064 Greenhouse Gas Validation and Verification
- Growing our skills and capability
- Improving carbon literacy of our employees
- Embedding climate change resilience and adaptation into our solutions
- Review and develop Scope 3 carbon capture system(s) to ensure the robustness of our supply chain emissions

Reduce carbon footprint and adapt to climate change

It is imperative that we all play a part in driving down carbon emissions and transitioning to a more sustainable way of doing business, whether on an individual or organisational level. Amey supports the UN Sustainable Development Goals and associated call for action. We will continue to invest in low carbon innovation and infrastructure that supports sustainable growth, creates quality employment, accelerates the decarbonisation of the economy and delivers resilient infrastructure.

REDUCING AMEY'S CARBON EMISSIONS

Our Roadmap to Net Zero underpins our commitment to creating a more sustainable future. Published in 2021, this sets out our long-term targets for carbon reduction. It includes a commitment to the Science Based Target Initiative (SBTi). Last year Amey joined the Business Ambition for 1.5°C Campaign and part of the UN backed campaign, Race to Zero.

During 2021, we began work to better understand our Scope 3 carbon emissions to include our extensive supply chain. This work focussed on verifying the completeness of our Scope 3 data and establishing new data sources where gaps were present. This has ensured emissions across the fifteen Scope 3 categories (as defined within the Greenhouse Gas Protocol) have been considered and materially significant emissions identified.



**WE ARE COMMITTED
TO SET SCIENCE-BASED
TARGETS AT**

1.5°C FOR OUR
ONLY
FUTURE

**BUSINESS
AMBITION FOR 1.5°C**

**OUR ONLY
FUTURE**

In 2021 Amey reduced its Scope 1 & 2 carbon emissions by 6.4 % compared to its 2020 footprint. We achieved this through a range of initiatives including:

- A partnership with Hitachi Capital Vehicle Solutions to trial a range of electric vehicles - This helped us better understand the capabilities of current electric vehicles and how they would suit the demands of the contracts Amey delivers
- Using fossil fuel-free alternatives in our Brent Cross rail construction works - Our team adopted the principles of PAS 2080 (carbon management in infrastructure) to work with our supply chain and identify fossil fuel-free options for welfare accommodation, power tools, off-track plant (excavators), generators and site lighting. This reduced the project's carbon footprint by 7,351kg of CO₂e, with 77 % of the power tools used being fossil fuel-free
- An anti-idling campaign - As part of Amey and Staffordshire County Council's drive to improve local air quality and reduce unnecessary emissions from our operational fleet, we delivered an anti-idling campaign across our Highways Depots. Over 12 months, this reduced idling times by 87 % and saved over 13,000 kg of CO₂e.
- New welfare units - In Scotland we replaced diesel-powered welfare units at the M8 Woodside Viaduct with new eco-hybrid welfare units. This resulted in a fuel saving of 1443 litres of diesel and 3.7 tonnes of CO₂e per welfare unit.

**In 2021 Amey
reduced its Scope 1
& 2 carbon emissions
by 6.4 % compared
to its 2020 footprint**

REPORTING TO THE CARBON DISCLOSURE PROJECT

Our carbon emissions are reported annually to the Carbon Disclosure Project (CDP) via our parent company Ferrovial which is listed on the IBEX 35. These emissions are externally verified. As a wholly owned subsidiary of Ferrovial, we do not report independently to the CDP as this would be double counting.

1,400+ Amey Consulting employees completed our 'Project Carbon Reduction' e-Learning module

REDUCING EMISSIONS THROUGH DESIGN

Amey Consulting supports customers in achieving zero carbon and nature-based solutions through its advisory, analytics and design services. In 2021, 1,400+ Amey Consulting employees completed our 'Project Carbon Reduction' e-Learning module, reinforcing our focus on tackling climate change throughout the lifecycle of designs.

To further accelerate our provision of low carbon solutions we piloted our new Project Carbon Challenge. This promotes best practice and encourages all members of our team to challenge traditional approaches, specifications, processes and behaviours. It fosters new thinking to reduce carbon and make projects more sustainable.

Within Amey Consulting, all profit centres must now complete a carbon performance return, a 50% increase on 2020. This makes carbon accountancy business as usual across Amey and means that project carbon savings can be collated centrally. In total over 163,074 tCO₂e project savings were proposed throughout 2021 and Amey Consulting delivered one fully Net Zero project for National Highway's Area 13, resurfacing the M6.

We encourage all clients to adopt holistic approach, using PAS2080 to reinforce sound decision-making at the beginning of projects and bids. We also developed Offset Guidance that sets out the general principles and minimum requirements on when and how carbon offsetting and carbon sequestration opportunities should be employed.

Amey Consulting launched its pioneering degree apprenticeship programme in partnership with industry experts, academics at the University of Coventry and the Institute of Environmental Management and Assessment (IEMA). This will equip the next generation of employees with the skills to support the UK in reducing its carbon footprint and

Amey Consulting's pioneering degree apprenticeship programme will equip the next generation with skills to support the UK in reducing its carbon footprint and growing its infrastructure network sustainably.

growing its infrastructure network sustainably. Fully funded, the five-year course gives school leavers the opportunity to work towards an Environmental Management degree while gaining experience on some of our flagship projects. These include major infrastructure projects from the Transpennine and Wales & Borders rail upgrades to the A66 road improvement programme for National Highways.





262 employee ideas were submitted via the Net Zero Springboard campaign, many of which are being implemented.

“All corners of Amey’s business are committed to driving down energy use and saving carbon although conversations are often linked to capital investments or offsetting programs. My submission to the Net Zero Springboard program will allow us to shape plans to improve behaviours right across the business and deliver new carbon savings.”
Lewis Welch, Springboard campaign winner

INNOVATING FOR CHANGE

In Summer 2021 we launched the Amey-wide Net Zero Springboard campaign to generate new ideas to help the business reach its net zero ambitions. Across the business 262 employees submitted ideas. These were evaluated by sustainability experts and the top 8 were shortlisted for a panel

review by the Executive Team. The winning idea was centred around carbon psychology, suggesting that we could map the energy behaviours of our sites and offices using psychology-based questions. This would allow us to create a roadmap to change focussing on key areas for improvement.





Use materials and products from sustainable sources

Our aim is to reduce resource consumption and to use resources efficiently, ensuring we promote sustainable, whole-life design solutions and source local and recycled materials. We also plan and manage the materials, soils and waste elements of our activities.

We promote and support a circular economy, one that fully understands and assesses the life

cycle environmental impacts of our resource use. Throughout 2021 we have continued to eliminate

95% of Amey's brokered waste was recycled or recovered

unnecessary waste. In total we recycled or recovered 95% of our brokered waste (waste managed by our contracted external waste broker services, who our teams engage directly to arrange the off-site treatment of the waste arising from our operations).

waste arising from our operations).

CLEANING EXCELLENCE

Changing the way we clean buildings will help transform the services we deliver. Over the last 18 months our Secure Infrastructure business has begun to overhaul the way it cleans. Working with supply chain partners Zenith Hygiene and 2Pure, our new Cleaning Excellence model focuses on environmentally friendly practices and cleaning products that use renewable resources while still delivering high-quality sanitisation and COVID mitigation.

This new cleaning model reduced:

- single use plastic and carbon waste by 97% - by moving away from small ready to use products to larger concentrates that are diluted on site as well

as reusing and refilling plastic containers and cleaning cloths

- the use of harmful chemicals – protecting employees and building users while mitigating water pollution
- water usage – through investment in new and innovative cleaning equipment

single use plastic and carbon waste was reduced by 97% over 18 months through its new cleaning model





HIGHWAYS MATERIALS RECOVERY

In Staffordshire, we set an ambitious target of recycling 100 % of site material and keeping disposal to a bare minimum in our road project with Staffordshire County Council (SCC) building a new 1.2 km Stafford Western Access Route. This project provided a much needed route around the centre of town.

22,375 m3 of recycled materials were used for a 5m high embankment in a large-scale Staffordshire road project

Amey Consulting's team put minimising waste at the heart of the design and management of the project. Working with the specialist Geo-Environmental, SCC and our in-house laboratory,

engineering solutions were developed to use all site materials including piling remains and demolition waste to produce an embankment fill material meeting the specification for Highway Works.

In total 22,375 m3 of recycled materials were used for a 5m high embankment and 3,000 tonnes of recycled coal tar contaminated plannings - generated from the wider maintenance operations - were used for pavement replacement. The use of recycled materials also saved an estimated 6,000 loaded wagon journeys.

RAIL MATERIALS RECOVERY

We have been working with Network Rail to reduce waste, alongside cost savings for the rail line speed improvement project at Market Harborough Station. The project involved the deconstruction of old platforms to allow for the new railway alignment and resulted in the production of 3,600 tonnes of material. Rather than opt for off-site disposal, an onsite crusher was used to crush 100 % of the waste produced and repurpose it, using it in the construction of the 200 space carpark. This approach reduced carbon emissions, recycled materials and minimised vehicle movements in the local community. Using virgin materials for this purpose would have cost the project £100,000 and reusing waste materials also saved £56,000 in disposal costs



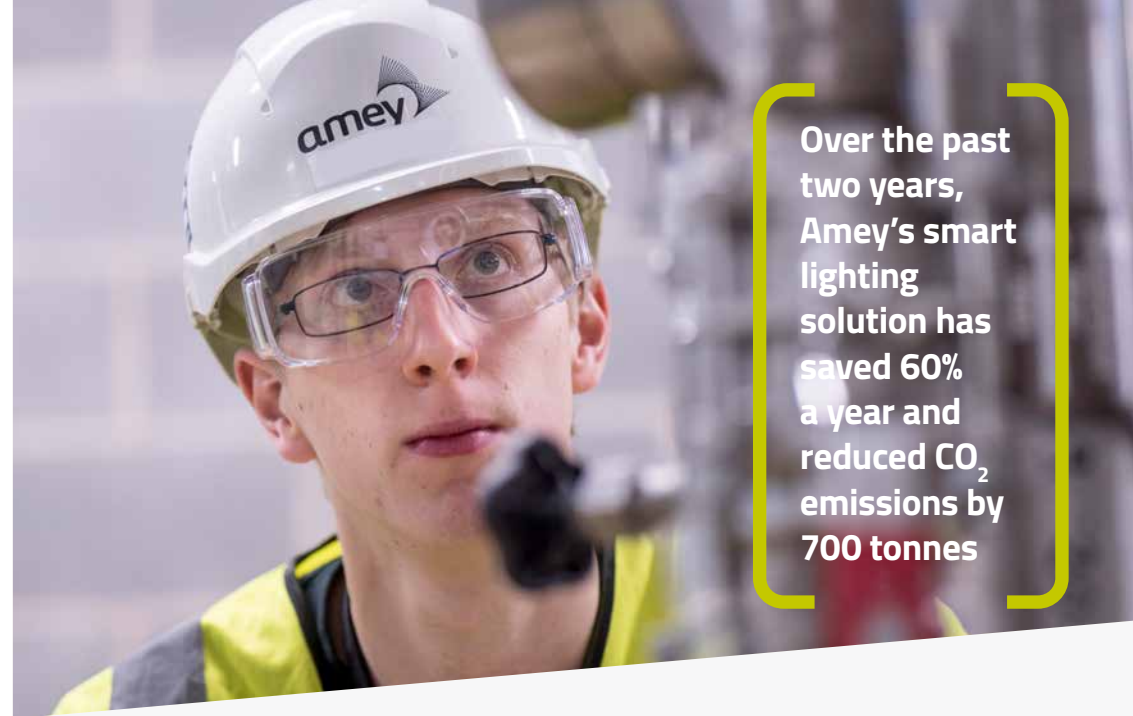
Create greener places to live and work

Amey operates across a range of environments, from highly populated urban areas to remote and rural areas. The protection and enhancement of the natural environment is central to the services we design and deliver.

WASTE TREATMENT AND ENERGY GENERATION

During 2021, Amey's Waste Treatment teams continued to reduce their climate impact, striving to provide a public service to be proud of despite the challenges and uncertainties associated with the global pandemic. Our frontline work, providing a critical service protecting the health of the population and the environment continued, along with our support of the circular economy and our drive towards net zero. In 2021 our sites processed more than 800,000 tonnes of waste of which close to 200,000 tonnes was recycled and composted.

We have invested heavily in our Energy Recovery Facilities, allowing us to recover energy from residual waste. By treating waste that we cannot recycle, our innovative facilities convert waste into electricity. This year alone, we have diverted over 313,500 tonnes of waste from landfill into energy generation. This is equivalent to offsetting around 10,000 tonnes of CO₂ or planting 2,000 trees. It has enabled us to export 205 GWh of electricity to the national grid, equivalent to the energy produced by approximately 600 million solar panels.



Over the past two years, Amey's smart lighting solution has saved 60% a year and reduced CO₂ emissions by 700 tonnes

ENERGY MANAGEMENT ACROSS THE BUILT ENVIRONMENT

Energy Managers within our Secure Infrastructure business undertake deep dive site surveys, energy audits and data analysis before designing and delivering energy reduction and improvement solutions for our clients. The implementation of our solutions across the facilities we manage collectively resulted in an energy reduction of over 4MWh, an annual reduction of 5.3 %, saving circa 160tCO₂e.

This reduction included an energy efficiency project in Scotland which aimed to boost efficiency, lower carbon emissions and safeguard public funds across 11 schools. With lighting accounting for around 20% of energy costs, this was a key focus. Over the past two years, Amey's smart lighting solution has saved around 60% a year in terms of energy costs and reduced CO₂ emissions by 700 tonnes per year. The new lighting solution has been future proofed for further upgrades. This pioneering project was awarded second place at the Scottish Energy Efficiency Awards.

ENERGY MANAGEMENT ACROSS THE DEFENCE ESTATE

A new carbon neutral state-of-the-art facility for the UK's military working dogs and their handlers is now up and running at Remount Barracks, Melton Mowbray. Designed and delivered by Amey's Defence teams, the facility generates its own power via six rows of solar panels and uses a ground source heat pump to maintain a normal working temperature. A grey water harvesting system reduces the use of mains water by up to 60%. The project was awarded an Excellent DREAM (Defence Related Environmental Assessment Methodology) rating. Critically, the technologies used can be further developed to help meet future carbon reduction targets.

Amey were pleased to install the first electric vehicle charging area at RAF Brize Norton after a joint project involving Amey's Defence and Transport Infrastructure and the DIO, RAF and the MOD's Mechanical Transport teams. Completed in March 2021, it involved the installation of two single phase dual sockets and three triple phase dual sockets, providing a total of 10 charging bays that can be used simultaneously. The installation was supported by central management systems to remotely monitor, identify issues and report usage as well as a user training programme.



SMART TRANSPORT

Amey Consulting's smart traffic light trial reduced vehicle emissions by almost a third. This four month trial, run alongside partners in National Highways, introduced a new generation of smart traffic lights to two motorways in Greater Manchester. The traffic lights eliminate unnecessary stops at junctions by telling motorists how fast to drive on their approach. Initial research shows that this reduces CO₂ emissions by up to 27%.

Since 2010
Amey has
installed
nearly
250,000 LED
lights across
the UK

REDUCING EMISSION THROUGH STREET LIGHTING

Street lighting is the biggest user of energy for most local authorities. However, typically up to 75% of the energy used by high intensity discharge lamps, can be saved by switching to LED streetlighting supported by a central management system. The system allows lighting levels to be varied as the use of an area changes throughout the hours of darkness, whilst LED street lighting offers a sustainable and environmentally friendly alternative. We're proud to be one of the first organisations to adopt largescale LED street lighting and since 2010 have installed nearly 250,000 LED lights across the UK. To date, the works have enabled us to make huge carbon emissions reductions in Wakefield, Norfolk, Manchester, Edinburgh, and Bradford.

AIR QUALITY

A competition-winning trial from Amey Consulting and National Highways' Air Quality Innovation fund has shown that technology can improve air quality for local communities. The system, known as Green Light Optimal Speed Advisory, lets the driver know when the lights at the junction slip-roads will turn green, so they can adjust their speed and driving style accordingly, resulting in less braking, fewer speed changes, and fewer hill-starts. The initial results show that this technology can improve air quality and reduce carbon, helping to tackle global problems such as climate change. By allowing drivers to regulate their speed, to coordinate with traffic light timing, it will also minimise being stopped by a red light, easing frustration and saving motorists' fuel.

BIODIVERSITY

Amey have formally and publically decalred a biodiversity emergency - becoming signatories to the 'UK Contractors Declare Climate and Biodiversity Emergency' campaign. We recognise the role nature has in sustainable economic development as key element within decision-making. Amey have committed to further developing and delviering on Nature-based Solutions and promoting and appling the CIEEM/ IEMA/CIRIA Biodiversity Net Gain good practice principles for development.



TRANSFORMING LOCAL COMMUNITIES

Amey's success is linked to the places and communities in which we work. We do everything we can to be a good neighbour, working with local communities to tackle issues that affect their wellbeing. We listen and engage with our communities to design services that fit their needs and look for opportunities to help them thrive.

2021 PERFORMANCE PROGRESS

PERFORMANCE INDICATORS	2018	2019	2020	2021
Community Involvement Days	1,671	1,574	302	395
Number new apprentices	79	76	60	89
Total number of apprenticeships and graduates on programme	315	335	280	325
Fundraising secured for SSAFA - the armed forces charity	£37,184	£34,328	£54,983	£27,628
Cancer Research UK Fundraising (£) – partnership commenced in Oct 2020	N/A	N/A	£5,000	£130,000
Young People reached and inspired	-	-	-	4,710
People facing barriers into employment	-	-	-	88



NEXT STEPS

- Deliver on our Cancer Research UK partnership – raising awareness and fundraising
 - Bring more young people into the business through our apprenticeship and degree apprentice programmes
 - Provide employment opportunities for those facing barriers including prison leavers, service leavers, people with disabilities and the long-term unemployed
- Provide opportunities for young people to connect with the workplace and raise aspirations by offering work experience, careers fairs and workshops and through building on our education hub
- Participate in the Social Mobility Employee Index to benchmark our action for social mobility

Involve and listen to local partners and communities

Engaging with local partners is critical to designing and delivering the best possible services. At Amey, we work closely with all the communities we serve, large and small, right across the UK.

PLACE BASED PARTNERS AND INNOVATION

The ADEPT SMART Places Programme (Association of Directors of Environment, Economy, Planning & Transport) is a five-year programme that looks to facilitate the adoption of innovative and digital technology across the local highway network. Amey is a leading partner in ADEPT Live Labs. These pilot innovation across SMART communications, transport, highways maintenance, energy, materials and mobility. In 2021, we:

- Worked with Kent County Council (KCC) to install sensors to monitor traffic patterns and help inform future transport decisions for the county. Working in collaboration with Vivacity Labs, 50 sensors have been installed. These allow transport planners at KCC to understand how road users interact with transport infrastructure and with each other. The combination of real-time data and predictive algorithms allows the highways authority to identify areas for road layout or infrastructure improvements and ultimately design a better road user experience
- Continued our collaboration with Staffordshire County Council (SCC), e-scooter provider Ginger and the University Hospitals of North Midlands Trust to trial e-scooters for NHS workers. NHS workers in Stafford have access to free electric scooter rides during the trial as a mark of gratitude for their invaluable work. Since the trial started in September 2020, 18,732 scooter

rides have been taken covering a total distance of 93,676km. Compared to equivalent car journeys, this saved an estimated 13,066kg of CO₂.

- Partnered with Bioteecture and 40two to install a series of living walls in Staffordshire. Part of the £22.9m ADEPT Smart Places Live Labs programme, these will help improve air quality. This project includes an Active Green Wall at the Early Years Playground at Hassell Community Primary School in Newcastle-Under-Lyme and a living moss wall in Burton-on-Trent

In 2021, Amey worked with ADEPT to kick off the third Excellence in Place leadership programme. This brings together cohorts of thought leaders from across ADEPT to examine the key issues and opportunities affecting the sector. Outcomes and ideas are then channelled into thought leadership pieces, policy proposals, blogs and articles designed to stimulate conversation and creative thinking across a wide audience. In total, five sessions were held encompassing green renewal, organisation renewal and re-imagining town centres and high streets.

Amey also supported ADEPT to launch a toolkit designed to help local authorities transform customer experience. The toolkit includes planning tools, templates, case studies and checklists and facilitates discussion on the values underpinning transformation.



18,732 scooter rides have been taken saving an estimated 13,066kg of CO₂e.

LOCAL SOCIAL VALUE MEASUREMENT AND PERFORMANCE EVIDENCE

We introduced a new online reporting platform that will give us a better understanding of the outcomes, impacts and value of our own social value activity. This new tool was designed by Manchester-based social enterprise, Reason Digital.

This will support our work to capture both the quantitative and qualitative impact of our social value activity, focusing on the change it has made to communities.

Measuring Social Value Staffordshire

Our commitment to Staffordshire is to create a lasting legacy for the local community. As a major employer in the county, we have a responsibility to deliver local economic outcomes which benefit the people of Staffordshire. Our initiatives have delivered the following social value and outcomes:



DELIVERING SOCIAL VALUE IN STAFFORDSHIRE

£122M OF TOTAL SOCIAL VALUE REALISED SINCE 2014

£52M OF SOCIAL VALUE DELIVERED THROUGH LOCAL EMPLOYMENT INITIATIVES

SPENT **£10M** WITH LOCAL SUPPLIERS

80% OF OUR TOTAL SPEND WITH SMES INCLUDING **20%** WITH MICROBUSINESSES, TOTTALLING CIRCA **£36M**

CIRCA **3,800** JOBS CREATED THROUGH ACCELERATED DELIVERY OF A 23-HECTARE BUSINESS PARK, WITH AN ANNUAL SOCIAL VALUE OF CIRCA **£100M**

ROAD PLANING TIPPING COST SAVINGS OF CIRCA **£2M**

SAVINGS OF **£727K** THROUGH RECYCLED AGGREGATE OVER THE 2020/21 PERIOD

£3M IN SAVINGS FROM OUR SUPPLY CHAIN ARRANGEMENT FOR FREE ISSUE PLANT AND MATERIALS, WITH A YEAR-ON-YEAR SAVING OF CIRCA **£1M**.

GIVING BACK TO COMMUNITIES TO MAKE A DIFFERENCE THAT LASTS

Making a positive contribution to the communities in which we work and live is fundamental to Amey's ethos. We have forged strong partnerships with others to ensure we deliver the right support, helping to remove barriers and open up opportunities to everyone.

The impact of Covid brought ongoing challenges in 2021, but our teams across the UK worked hard to provide a high standard of support to communities, charities and community groups.

Our partnership with Cancer Research UK

Cancer Research UK (CRUK) - the largest charitable funder of cancer research in the world - was selected as Amey's Employee Chosen Charity in October 2020, and 2021 saw our partnership go from strength to strength.

We work with the charity in three ways:

- Fundraising - with a target of £200,000 over two years.
- Health awareness - via CRUK's Cancer Awareness in the Workplace programme
- Volunteering - opportunities to support CRUK in their stores and at their events



In the first full year of our partnership, Amey employees fundraised over £130,000 for CRUK. This involved a number of initiatives throughout the year alongside two key events - the Amey Centenary Challenge and Amey Early Careers Challenge. Our teams also took part in CRUK inspired events including Walk All Over Cancer and Race for Life and individual employees also took on their own fundraising challenges.

The Centenary Challenge gave our teams across UK an opportunity to come together to celebrate Amey's 100th birthday. Teams and individuals thought up innovative challenges based around a theme of '100', raising over £33,000 for CRUK.

The Amey Early Careers Challenge harnessed the enthusiasm and expertise of 29 Amey Graduates and Apprentices. Split into regional teams, they were given four weeks to raise as much money as possible for CRUK. This raised over £11,000 and also helped our young people develop their teamworking, problems solving and public speaking skills. 80% of participants said they pushed themselves beyond their comfort zones during the challenge.

Fundraising is just one strand of our partnership with CRUK. The lifting of Covid restrictions allowed us to deliver face-to-face CRUK Nurse Health Stands at Amey events nationwide. The first of these was in Staffordshire and more than 200 Amey employees attended.

“One of our inspectors has been a smoker for more than 30 years. He attended the Amey Safety Stand Down Day at Stafford Rugby club and spoke at length to the CRUK nurse who offered advice and support to help him give up smoking. He has now not smoked for 6 weeks and he has no intention of smoking again.”

**Amey employees
have fundraised
£130,000
for Cancer
Research UK**



SSAFA

Over the past six years, Amey has raised over £320,000 for the Armed Forces Charity mentoring programme. This supports service leavers and their families as they make the transition from military to civilian life. Activity in 2021 included:

- SSAFA Big Brew Up events across the UK. Teams at both the Royal Military Academy at Sandhurst and Catterick Garrison worked together with our Customer Service Centre in Liverpool to organise Big Brew Up fundraising events, raising over £600
- A golfing event in Scotland raised a further £840
- Army veteran David Rose who has Motor Neurone Disease successfully completed his

Salisbury Plain challenge with support from 19 Amey employees, colleagues from Babcock and his family and friends. David raised money for SSAFA and the Motor Neurone Disease Association

“The fact that Amey and its partners have raised over £320,000 to support serving personnel, veterans and their families by underwriting aspects of the work of SSAFA is a truly incredible achievement. What you are doing corporately and individually helps sustain independence and dignity. On behalf of those in need thank you all for your magnificent contributions.” Sir Andrew Gregory, Chief Executive of SSAFA

VOLUNTEERING

Amey’s Social Impact Day programme actively encourages employees to take part in local volunteering opportunities and support their community.

Despite the restrictions and impact of Covid, 395 Amey employees volunteered in 2021. For 2022 we are renaming our volunteering days Social Impact Days to focus on the positive impact they have on local people and communities. In 2022, all employees will be entitled to take up to two Social Impact Days each year.

Our Electrical & Power team supported their local Royal British Legion (RBL), based in Wednesfield, in creating a memorial garden in honour of members who lost their lives during the Covid pandemic. The RBL reached out to the local Amey team, who with help from our supply chain gave labour, money, materials and equipment. Over a six day period the team helped in the following ways:

OVER 700 HOURS OF WORK

£1850 DONATED BY OUR SUPPLY CHAIN

6 DAYS OF EQUIPMENT HIRE (WORTH £3500)

OVER £4500 OF MATERIALS DONATED AS BENEFIT IN KIND

12 AMEY SOCIAL IMPACT DAYS (96 HOURS) FROM AMEY EMPLOYEES.

The garden was unveiled during a socially distanced ceremony attended by Jane Stevenson, MP for Wednesfield North and Wayne Brigden from Amey.

‘Amey has been absolutely amazing with commitments to labour and materials. I am so pleased and humbled by the way companies have rallied to support this very worthy cause.’ Ray Giles, Secretary at Wednesfield Royal British Legion



Open doors, educate and improve the skills of people in our communities

Engaging with local partners is critical to designing and delivering the best possible services. At Amey, we work closely with all the communities we serve, large and small, right across the UK.

We support young people in the communities we serve by creating jobs and by maximising the educational value of the work we do. We run award-winning apprenticeship programmes and have excellent graduate opportunities. Our work with third sector partners helps ensure that everyone can develop skills and access work.

SUPPORTING YOUNG PEOPLE TO ACCESS AND UNDERSTAND THE WORKPLACE

The Amey Education Hub

The Education Hub was created at the start of lockdown as a central place to store all our educational resources. It gives free access to a range of inclusive activities and resources, helping to educate, engage and inspire our young people. All the activities aim to give a taste of the diverse careers available at Amey with a particular focus on science, technology, engineering and mathematics (STEM) subjects.

Our Education and STEM working group meets quarterly. This helps drive our STEM outreach initiatives and explores opportunities for collaboration and sharing best practice. The working group is made up of our STEM ambassadors, our partners and employees from across Amey. All are passionate about using STEM outreach activity to inspire young people.



Progress in 2021 includes:

- Delivering Chat and Learn sessions to eight schools and reaching over 200 students across Scotland. The Chat and Learn programme lets schools request a virtual session with Amey experts so that their students can learn about different career paths and find out how get started in the sector
- A collaboration with Network Rail - joining their Early Engagement Industry steering group - to inspire the next generation of young people to work in the railway industry. We jointly delivered a 'Routes into Rail' STEM event at King's Cross station – a day of free science, technology, engineering and maths activities for children aged between four and 16. We also exhibited alongside Network Rail at a STEM event at the National Railway Museum in York. This promoted career opportunities and featured a 'How to build a Railway' activity. It reached more than 100 young people and their parents
- Partnering with the Royal Academy of Engineering's Graduate Engineer Engagement Programme (GEEP) for the fifth year running.

This included supporting the Skills and Competency Development sessions, providing interactive Q&A sessions on applications and interviews as well as offering ongoing support for participants. Amey graduate engineers from various technical disciplines supported speed networking events giving aspiring engineers – often from underrepresented groups – the opportunity to meet people in the industry and make contact with potential employers

- Working closely with Bents Green School in Sheffield which provides specialist education for young people aged 11-19 with Autistic Spectrum conditions and communication and interaction difficulties. We helped deliver activities to enhance their careers education, offering advice in terms of content for sessions, talks from different members of staff and depot visits. During National Careers Week we spent 10 hours with 30 Year 10 students.



Delivering work experience virtually

In 2021, we partnered with Speakers for Schools to offer virtual work experience to young people. Speakers for Schools aims to end educational inequality by connecting schools with employers. The programme delivers work experience virtually through a simple, safeguarded portal, Google Classrooms. Speakers for Schools' network of secondary schools and colleges helps us find the right students based on their location, ethnicity, gender, student need, school need and socio-economic diversity. The work experience programme consists of virtual site tours, guest speakers and interactive breakout sessions with their teams to deliver a project which they can present back at the end.

Piloted in February 2021, Amey's virtual work experience reached 223 young people from a diverse range of backgrounds during the course of 2021:

"I've learnt so much this week – thanks for a wonderful experience. I liked the project the most! I think it was an amazing opportunity to learn new things but also to develop my communication, collaboration, problem solving and presentation skills" Work Experience participant

50% OF STUDENTS HAD A MEDIUM/HIGH STUDENT NEED

16 STUDENTS WERE ON FREE SCHOOL MEALS

48% WERE FROM ETHNIC MINORITIES

45% OF STUDENTS WERE FEMALE

We are also part of the construction industry collaboration group alongside Wates Group, Wilmott Dixon and Balfour Beatty plc. As a group, we have delivered three virtual work experience programmes specifically targeted at students who face particular barriers. Students learnt about the construction industry and routes into the sector. They were also supported to develop essential skills and given the opportunity to work in virtual teams to design a sustainable school for the future.

Kickstart

In partnership with the Department for Work and Pensions, we took 27 new employees through the Government-backed Kickstart scheme in 2021/2. This scheme offers six-month paid work placements for young people aged 16 to 24 years old claiming Universal Credit and at risk of long-term unemployment. Completion of the scheme is marked by a virtual graduation ceremony. All the young people who took part have now moved onto an apprenticeship programme or an early careers role.

Amey took 27 new employees through the Government kickstart scheme

Embedding the essential skills framework

We partnered with the Skills Builder Universal Framework. This aims to build a common language of eight essential skills needed in almost any job. These are: listening, speaking, problem solving, creativity, staying positive, aiming high, leadership and teamwork. We ensure this framework is embedded across our outreach and educational programmes, supporting young people to develop these skills.





“DofE has helped me develop my teamworking and leadership skills which has helped me in my working role as I can communicate within my team and work as more of a team player. It also allowed me to connect with people from different business units and expanded my knowledge of the wider Amey network.”
Sam Rintoul, Apprentice, 2020 Cohort

Partnering with the Duke of Edinburgh’s Award

Amey is a proud partner of The Duke of Edinburgh (DofE) Award scheme, an initiative with which it has a long history. The Award, founded in 1956, empowers young people, supporting them as they learn new skills, overcome obstacles and build confidence and resilience.

We have seen first-hand the powerful impact DofE has on our own young employees. Achieving

an Award brings a real sense of success and gives young people the ability and confidence to navigate challenges in all aspects of life and work.

During 2021, 29 young people at Amey worked towards completing their Gold DofE Award over an 18 month programme. As well as supporting our own young people to go through DofE, our investment helped the charity remain agile, creative and flexible during the COVID-19 pandemic so that young people could continue to work towards their awards.



APPRENTICESHIPS

Our apprenticeship programmes give participants the chance to gain valuable qualifications while they also obtain practical work experience and build the core skills that will help drive their careers.

Apprentices work across every area of our diverse business from electricians to customer service assistants, highways operatives to rail engineers. We offer a range of programmes from intermediate to advanced and higher levels and, more recently, degree apprenticeships.

“I really enjoyed my recent lifeskills session because I got to speak with other apprentices not just the ones on my course - taking part in group activities was a good way to bond with each other. When we were asked about our fears, most of us pretty much shared similar ones so it showed that everyone’s in the same boat as you” Amrit Singh



Key progress in 2021 includes:

- A new, more inclusive recruitment process using new assessment tools such as those provided by Artic Shores. These focus on behaviour-based rather than competency-based recruitment. Assessment is completed via gamification based on desired behavioural traits.
- Moving to more accessible, online assessment centres as well as virtual inductions. These sit alongside the offer of face-to-face assessment centres if requested
- Relaunch of the ‘Early Careers Teams’ channel with monthly themes covering inclusion and wellbeing activities available through the Formscore app. Additional peer to peer networks give employees with shared interests a forum for discussion and sharing experiences and aspirations
- A new ‘Life Skills’ training course for apprentices will give them support for life outside of work. This forms part of a wider suite of courses focusing on personal impact and self-awareness as well as career development and planning
- A new demand planning approach established to encourage the business to recruit more apprentices and graduates in 2022
- Amey Consulting launched three brand new funded degree apprenticeship programmes to attract new talent into the industry. These mirror business and industry demand and cover civil engineering, data science and environmental. The civil engineering programme will be delivered in partnership with Coventry University
- Amey Consulting’s award-winning Rail Degree Apprenticeship with Sheffield Hallam University also launched for a second year running





APPRENTICESHIP LEVY

We are investing our apprenticeship levy in 700 employees, supporting them to undertake development programmes to help further their skills and support their career progression. In 2021 we created a more localised training delivery model, providing levy funding to more people.

Apprenticeship Levy funded courses run in 2021 include:

PROJECT MANAGEMENT QUALIFICATION FOR AROUND 20 EMPLOYEES IN AMEY CONSULTING

22 CIVIL ENGINEERING DEGREE APPRENTICES

11 HIGHWAYS MAINTENANCE LEVEL 2 APPRENTICES

FIVE ENVIRONMENTAL PRACTITIONER DEGREE APPRENTICES

12 RAIL DEGREE APPRENTICES

OPENING DOORS TO THOSE THAT FACE BARRIERS OR INEQUALITY

Removing barriers to work and helping people develop the practical and life skills to move into employment is essential to a fair society in which everyone has a chance to thrive. Amey works proactively with a range of partner organisations to reach people who face particular barriers and so find it hard to move into work.

Prison leavers

Our partnerships with New Futures Network and Recycling Lives, helps to equip prison leavers with work and life skills as well as supporting them as they move into employment. Our partner organisations help us to identify people to join our programmes as well as supporting and advising on wider needs.

Our CRED Programme had another successful year. CRED is a collaboration with Her Majesty's Prison & Probation Service (HMPPS) that supports prisoners

to acquire new skills and improve their own living conditions through the repainting and maintenance of their cells and communal areas. The programme – now live in 32 prison sites with another nine currently in the pipeline – has created 198,000 hours of purposeful activity and equipped 6,600 prisoners with new skills in 2021 alone. CRED has formed a partnership in HMP Hewell, Featherstone and New Hall with supply chain partner Bell Group and the new Futures Network, which has identified 11 prisoners for jobs prior to release, with one prison leaver already in a full time role.

“Before I started the CRED Programme there was no way I would have been talking to you like this. I wouldn’t of gained all this confidence. I am methadone free, totally. I just feel amazing. How I feel is just hard sometimes to describe. But all I can express is it’s like I’ve done like 360 degrees (turnaround) but I’ve come back a better person.” Niki C, inmate at New Hall Prisons and CRED programme success story.





As my coach and mentor, I cannot thank Myles enough. It has been incredibly beneficial. All these visits are playing a key role in providing me with construction experience. I've applied for an Assistant Site Manager role at a local business which will be my first ever job interview.'
Mentee to Myles Atkins, Amey mentor

ARMED FORCES

Our 120-strong Armed Forces network brings together those who want to support and promote the interests of the service community. It includes former and current members of the Armed Forces, families and military charities.

The network supports our commitment to the Armed Forces Corporate Covenant and provides opportunities for mentoring, buddying and fundraising. It also supports veteran recruitment and advises on action Amey can take to maintain and improve its position as an Armed Forces-friendly organisation.

17 veterans employed through our partnership with BuildForce

Amey is a signatory to the Armed Forces Covenant and has achieved Gold in the Defence Employee Recognition Scheme for employing and supporting ex-Forces personnel, military

partners, cadets, Reservists and veterans. In the past year we have hired 88 people falling into these categories. We also have strong partnerships with Women in Defence (WiD), BuildForce, the Careers Transition Partnership, Open University, Forces Families Jobs, SSAFA and RBLI.

Over the past year, 84 BuildForce service leavers and veterans have benefited from the knowledge and support of our 32 Amey Buildforce mentors. We have secured 36 interviews and successfully recruited 17 leavers and veterans into the business since 2019, with more in the pipeline. In October we were pleased to sponsor a Buildforce Insight Day, bringing together construction employers with service leavers and veterans to focus on transferable skills, training and recruitment opportunities. The Amey team gave valuable advice and support to attendees looking to start second careers.





“I’ve learnt a lot about myself and how I should be proud of what I achieve, it may sound silly, but my confidence is what holds me back. We talk about self-belief which is not just about being proud of work achievements but also personal goals.” Robyn May, Amey Manager and WiD Mentee

- June 2021 marked the end of the first WiD mentoring programme, a scheme specifically designed to improve gender balance, diversity and inclusion across UK Defence organisations. What makes this programme unique is that the public sector mentors the private sector, and the private sector mentors the public sector. We had five Amey employees offering mentoring, and a different five receiving mentoring - each gaining from the insights and experiences of partners in other organisations. We have committed to a second Women in Defence UK mentoring programme
- Building on our partnership with the Open University supporting their Disabled Veterans’ Scholarship Fund in 2020, in 2021 we directly supported a disabled veteran in ‘cohort 3’, one of 55 students awarded a scholarship by the University. The DVSF scheme provides education and specialist, tailored support to people disabled or injured due to military service, helping them to forge new careers in the civilian world
- Amey is proud to support Team Ethos and its registered charity Team Army’s Sport Foundation

through the COVID Bounceback Fund. Team Army’s Sports Foundation supports military sporting talent by funding sport, challenge and adventure to improve health, wellbeing and discovery. Through Team Ethos, Amey was delighted to support Captain Preet Chandi on her extraordinary, unassisted expedition to the South Pole. Captain Preet trekked 700 miles in 45 days, battling temperatures of -45 degrees Celsius and winds of 60mph, to become the first Asian woman to undertake a solo expedition in Antarctica.

A new partnership with the Social Mobility Pledge

At Amey we want to give everyone the opportunity to succeed, no matter what their background or experience. Everyone deserves the chance to fulfil their potential and achieve their career ambitions. To this end, we continue to prioritise initiatives that support levelling up across the UK and create inclusive workplaces and diverse workforces.

In October we launched our Opportunity Action Plan in partnership with the Social Mobility Pledge (SMP) and the former

Education Secretary, Rt Hon Justine Greening. Our Plan builds on the work we already do, aligning our action with the SMPs 'Levelling Up Goals'. It sets out six recommendations that guide our activity, ranging from school outreach and early career opportunities through to giving second chances to people facing particular barriers. The impact of our action is measured and we already delivering positive change in this important area.

OPPORTUNITY ACTION PLAN





Personal pride in our public service

Amey is a leading infrastructure services and engineering company. We are at the heart of modern Britain, helping the economy to grow by designing, maintaining and transforming the nation's strategic assets.

Our 14,000 people are behind the critical services the country relies on every day and we each take personal pride in our public service.

Our unique engineering and operations experience, together with data driven insight from our consulting business, delivers better results for our clients.

We are trusted partners of Government – both national and local – managing assets and complex projects that are vital to the sustainable growth of the country.

   [amey.co.uk](https://www.amey.co.uk)

INVESTORS IN PEOPLE®

We invest in people Gold
We invest in wellbeing Gold