

Kingerlee



ESG
COMMITMENT

Environmental, Social and Governance Report - April 2025



Leaving a lasting legacy
for generations to come

Executive Summary

Over the past 12 months, we have implemented our ESG Action Plan to continue with our commitment to become an ever more responsible business, with ESG at the core of our approach.

Each section of our plan has a dedicated champion to ensure we remain focused. Regular meetings have been held to discuss new initiatives and ways to adapt our operations to uphold our commitment to responsible business practices.

This inaugural report highlights our achievements to-date and outlines our focus for the coming year.

We have initial measurements for each item in the ESG Action Plan, enabling us to track our progress even more effectively in future reports.

Highlights

- **Launching our ESG Action Plan:** Recognising both our existing efforts and areas for improvement.
- **Winning the OxProp Responsible Employer of the Year:** This award marked a major milestone, reflecting our commitment to our ESG Action Plan and responsible business strategy.

- **Record year of charitable giving:** We sponsored the OxTrail for Sobell House Hospice and fundraised for The Lighthouse Club, The Didcot Powerhouse Fund, and Prostate Cancer UK.
- **Internal ESG Award:** At our annual company briefing, we celebrated Adam Price, the winner of our first-ever internal ESG Award, for his contributions to our ESG plan and his participation in various initiatives, including a careers event where he inspired young people to consider a career in construction.
- **Progress on ESG Initiatives:** Significant progress has been made on all 72 ESG initiatives, covering key areas such as customers, community, people, efficiency & resource, contractors & suppliers, and governance. This progress is detailed within this report.

We are proud of the progress we have made and are committed to continuing our efforts to be a responsible and sustainable business.

As we move forward, we will build on these achievements and strive to make even greater progress with our ESG initiatives. Thank you for your support and partnership on this journey.

**"Building Momentum Together:
With ESG at the heart of our operations,
we are not just celebrating our
achievements—we're laying the
foundation for even greater progress.
Together, we're shaping a sustainable
and responsible future."**



Introduction

Welcome to Kingerlee's first ESG Report!

“Our Vision: Building sustainable communities while upholding our heritage of high-quality craftsmanship for generations to come.”

At Kingerlee, we are committed to building & redeveloping not only wonderful buildings but also sustainable communities for generations to come.

We are a purpose-driven company using business as a force for good by measuring, managing and continuously improving our social and environmental impact. It felt like a natural step to bring together the core values and vision of our long-standing, 5th generation family business into our inaugural ESG Action Plan:

Our Vision is to build on our heritage of providing high-quality and sustainable buildings for our customers and the society we live in.

Our Values:



Our ESG plan stands as a testament to our dedication towards environmental stewardship, fostering social responsibility, and upholding the highest standards of corporate governance.

Today, the construction industry plays a pivotal role in shaping our planet's future. With this understanding, we crafted a comprehensive ESG framework that guides every aspect of our operations, from project inception to completion. Our commitment to sustainability extends beyond mere compliance – it's ingrained in our ethos.

Environmental Responsibility - We recognise the impact construction activities can have on the environment. Therefore, we prioritise sustainable practices that minimise our carbon footprint, reduce waste, and conserve natural resources. Through hard work and innovative techniques and technologies, we strive to build greener, and more energy-efficiently to contribute positively to our ecosystem.

“Building for a Greener Future: At Kingerlee, sustainability isn't just a goal—it's our commitment.

By prioritising energy efficiency, reducing waste, and conserving resources, we're shaping a brighter, greener tomorrow.”

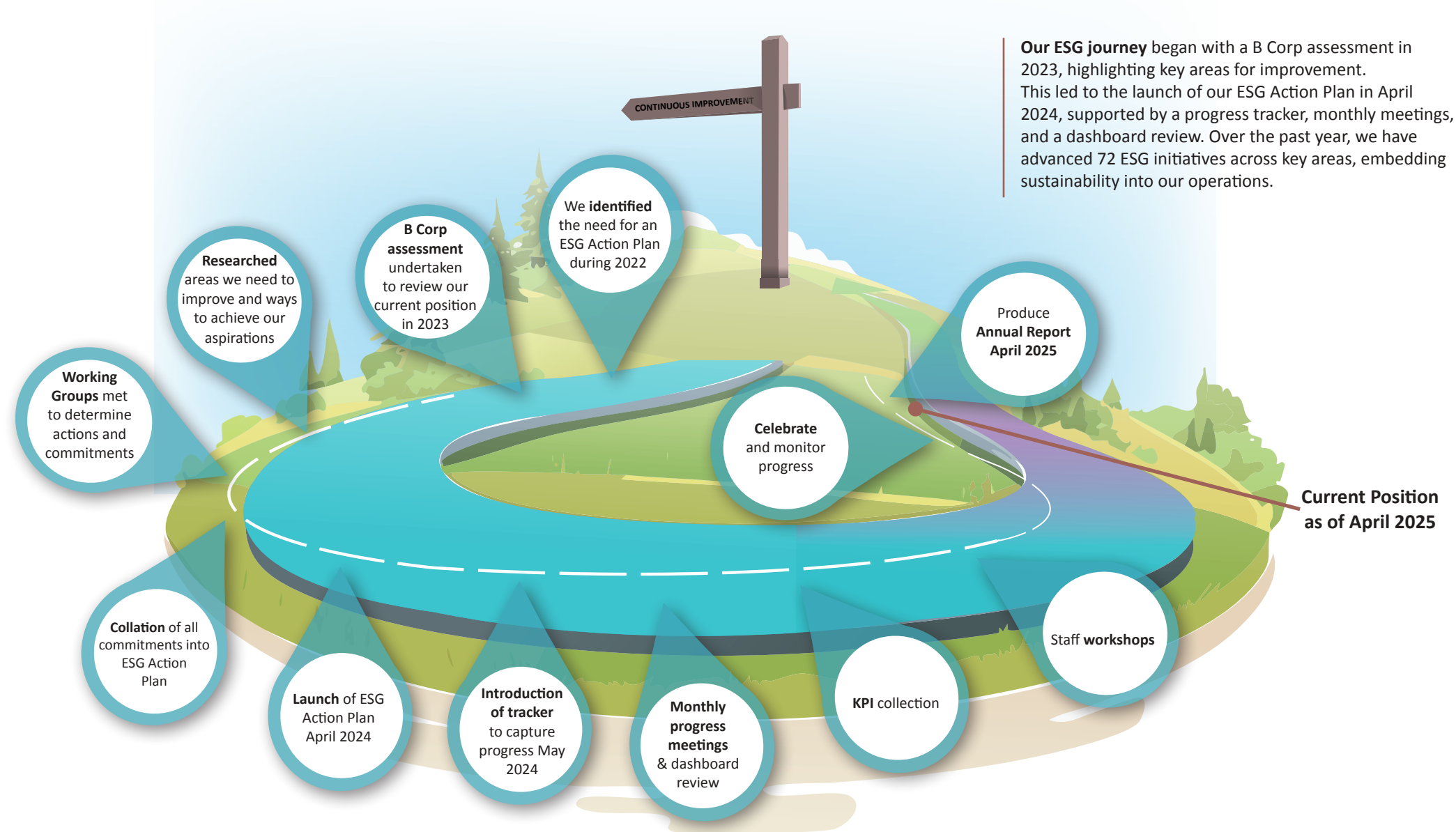
Social Engagement - We understand that our success is intertwined with the well-being of the communities we serve. That's why we actively engage with local stakeholders, promote diversity and inclusion within our workforce, and prioritise the health and safety of our employees and supply chain. We believe in giving back to society through charitable initiatives and partnerships aimed at enhancing the quality of life for all.

Governance Excellence - Transparency, integrity, and accountability are the cornerstones of our governance framework. We adhere to the highest ethical standards in all our dealings, ensuring fairness and equity for our stakeholders. Our governance practices are designed to foster trust and confidence, both internally and externally, as we strive for excellence in every endeavour..

“Leading with Integrity: At Kingerlee, our decisions are guided by fairness, transparency, and a commitment to excellence—principles that have defined our family business for generations.”



Overview



1.0 Customers



Customers overview



Customers Champion:
Emma Allinson



Responding to our customers' needs

Highlights...

1.1. Customer Satisfaction Process reviewed + implemented



1.2. Social Value Plan + Policy Implemented



Sustainability Standards being considered:

ISO

53001

Energy Management

ISO

26000

Social Responsibility

SA


8000

Social Accountability



1.0 Customers


1.1 Identified area for improvement - Customer satisfaction

- 


Year 1

Review current questionnaire undertaken.

✓
- Implemented a mid-project review for Main Contracts projects undertaken by a pool of reviewers – July 2024.

✓
- 


Next step - Ensure reviews are undertaken and feedback collated and reviewed.






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1.2 Identified area for improvement - Social Value Policy & Social Value Plan

- 


Social Value Policy implemented.

✓
- 

Social Value Plan implemented.

✓
- 


Next step - Annual Review to be undertaken in Dec 2025.






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1.3 Identified area for improvement - Compliance with recognised sustainability standards

- 

Sustainability standards researched.


✓
- 

Shortlist of options for consideration:


1) ISO 53001

2) ISO 26000

3) SA 8000

✓
- 

Next step - Decision to be made by June 2025 and accreditation process started.





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1.4 Identified area for improvement - Commitment to the UN Sustainable Development Goals

- 

All 72 items aligned to UN Sustainable development goal.

✓



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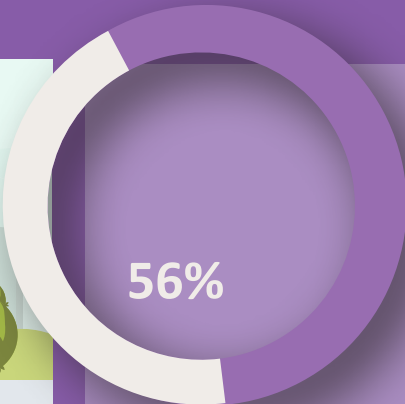
2.0 Community



Community overview



Community Champion:
Emma Allinson



Economic impact, diversity, equity & inclusion

56% of office consumables
purchased within 35 mile radius of head office in 2024



Community Champion:
Connor Stowe

£30,829.19
donated to charities
including: SeeSaw,
Oxtrail and Lighthouse
since 2021.

£13.880.00
in 2024.



2.5. Provide an equitable and inclusive
workplace for employees



Oxford Food Hub Donation











December 2024 saw our first donation to the Oxford Food Hub, the start of our on-going commitment for 2025.

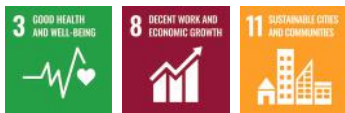


Oxlep
2024 Harwell

2.0 Community

2.1 Identified area for improvement - Company engagement with/and supporting the local community

-  Community Engagement Plan activated. 
-  Foodbank donation box in head office. 
-  Volunteering Policy in place. 
-  Local sports teams being identified. 
-  Next step - Continue to enhance our community engagement. 



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2.3 Identified area for improvement - Support for local charities

-  £13,880.00 donated to charity in 2024. 
-  Charity plan created and implemented. 

Year	Kingerlee Donation
2020	£245.22
2021	£2,692.40
2022	£7,421.57
2023	£6,590.0
2024	£13,880.00

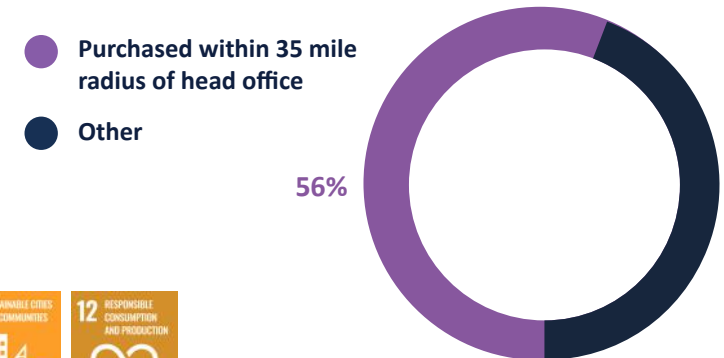
-  Next step - Engage regularly with chosen charities and assist with more than just fundraising 



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2.2 Identified area for improvement - Support for local groups and businesses

-  Review of office consumable procurement, currently 56% purchased within 35 mile radius of head office.



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2.4 Identified area for improvement - Promoting and introducing pupils to the range of skills and careers available in the construction industry


-  Local school career needs identified. 
-  Annual program of events created. 
-  Next step - Allocate items to careers events and produce educational material. 



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2.0 Community

2.5 Identified area for improvement - Provide an equitable and inclusive workplace for employees

 A survey has been undertaken across the business to understand employee's current views on the accessibility and inclusivity of Thomas House and our construction sites.

The survey was sent to all Kingerlee staff and 41 responses were received.

During a standard working week, where are you predominantly based (i.e. for more than 50% of your week)?

-  Site 22
-  Office 17
-  Other 2

Rate the current accessibility standards at Thomas House on a scale of 1 to 5

3.76

Average rating



excellent

5*  11

4*  16


3*  8

2*  5

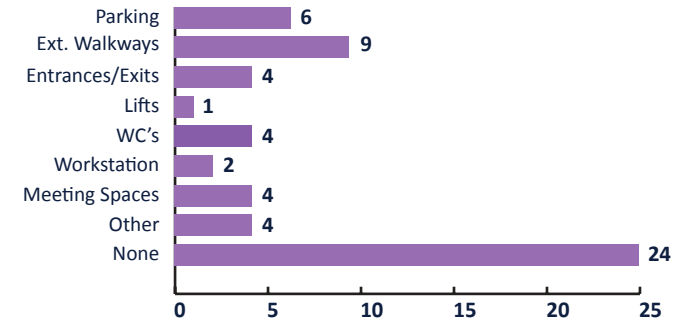
1*  1

very poor

 Next step - Look in to ways of getting more responses from staff.

 Next step - Address issues with accessibility and inclusivity raised.

Are there any physical barriers that hindered access to Thomas House



Rate the consideration given to accessibility on these sites on a scale of 1 to 5

3.26

Average rating



excellent

5*  5

4*  12

3*  10

2*  12

1* 0

very poor

Are site welfare facilities accessible and inclusive?

-  Yes 22
-  No 17
-  Don't Know 2

Conclusion


In summary, the data from this survey seems to suggest that the accessibility and exclusivity of Thomas House and our construction sites are adequate, but that there are several areas which could be improved to benefit all of our staff and visitors. Many of the concerns raised will be solved with the Thomas House Refurbishment.



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2.0 Community

2.6 Identified area for improvement - Work with stakeholders and competitors to improve a behaviour or performance on a social or environmental issue.

 Industry challenge identified and round table discussion to be held September 2025.



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3.0 People



People overview



People Champion:
Sarah Hockey



Health & wellbeing, professional development & financial security



100% Staff
access to
a Private
pension



100% of
employees
eligible for
company
bonus
scheme.



People Champion:
Keith Shackleton

Would you refer
a friend to work
at Kingerlee?
**87.2% strongly
agreed that
they would**

Wellness initiatives launched:

Site team running club.

Spanish club.



Book club.



20% of staff received regular health checks.



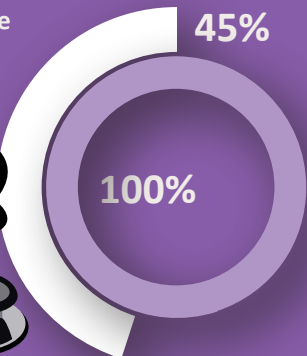
People Champion:
Jonathan Watts



Suggestion
boxes and
“You said we
did” boards
have been
rolled out
on 11 sites.



- Uptake on Private health care
- Employees offered private health care



3.0 People

3.1 Identified area for improvement - Lowest Paid Wage

🎯 100% of employees are paid at least the real living wage.



3.2 Identified area for improvement - Lowest Paid Wage

🎯 100% of employees are paid over the threshold for minimum wage.



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3.3 Identified area for improvement - Employees Receiving a Bonus

🎯 100% of employees eligible for company bonus scheme.



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3.4 Identified area for improvement - Retirement Programs

56%

🎯 100% of employees receive access to a private pension.



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3.5 Identified area for improvement - Financial Services for Employees

🎯 Research into financial services for employees undertaken.



➡️ Next Step - Target financial advice being offered to employees at least biannually from 2025.



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3.0 People

3.6 Identified area for improvement - Healthcare Coverage



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3.7 Identified area for improvement - Health and Wellness Initiatives

- Employee Assistance Programme research undertaken. 
- Wellness initiatives launched: 
 - Site team running club. 
 - Spanish club. 
 - Book club. 
- 20% of staff received regular health checks.  
- Next step - All staff will be offered basic occupational health tests in 2025. 



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3.8 Identified area for improvement - Professional Development Policies and Practices

- 7.5 paid professional development days per employee. 

3.9 Identified area for improvement - Management training

- 21 Managers have undertaken management training to date. 

3.10 Identified area for improvement - Employee Review Process

- 100% of Professional Development Reviews have been completed. 

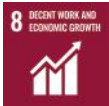


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3.0 People



3.11 Identified area for improvement - Internal Promotions



 6.7% of headcount promoted in 2024. 



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3.12 Identified area for improvement - Paid Secondary Caregiver Leave

 2 weeks paternity / secondary parental leave fully paid. 

 Paternity policy in place. 



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3.13 Identified area for improvement - Surveying and Benchmarking Engagement and Attrition

 Annual employee engagement survey complete. 

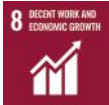
Would you refer a friend to work at Kingerlee?
87.2% strongly agreed that they would

Will you be working here in a year from now?
86% strongly agreed that they would

Are you comfortable giving upwards feedback?
86% strongly agreed that they are

Most common words used to describe Kingerlee’s culture were...

Family
Friendly
Caring



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3.0 People

3.14 Identified area for improvement - Inclusive Hiring Practices



Procedures implemented in January 2025.



- Consideration of more inclusive working patterns.
- Salary / pay range always included, shows we are being transparent and the pay is for the job not the person.
- Benefits that highlight us being inclusive e.g. paid maternity leave and health insurance.
- Qualifications, skills and experience only under 'what you'll need' if they really are essential. (Marginalised groups may not apply if they don't meet every requirement so we need to be strict about what we have as 'required').
- The phrase 'bonus points' instead of desirable qualifications etc., makes it clearer that they're not required and people should apply even if they don't meet them.
- Paragraph explicitly about equity, diversity and inclusion.
- Checklist for managers intended to reinforce the above points, plus guidance on gendered language and years of experience.

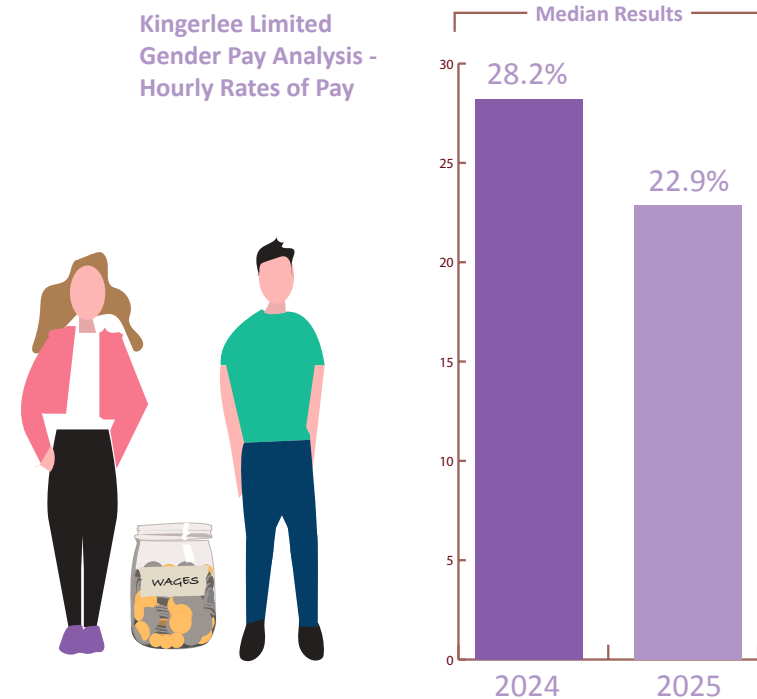


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3.15 Identified area for improvement - Gender Pay Gap



Review hourly rates of pay.



Kingerlee's gender pay gap is influenced by the different roles men and women occupy within the company. This reflects the broader trend in the construction industry, which is male dominated. To address this, Kingerlee has implemented measures such as inclusive recruitment materials, partnerships with schools, family-friendly policies, and development opportunities given objectively.

We are pleased to have already seen progress in reducing the gender pay gap and are committed to further improvements.



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3.0 People


3.16 Identified area for improvement - Indoor Air Quality Monitoring

 Indoor air quality monitoring – readings taken on 29th October 2024 before office refurbishment.



Pm2.5 - Fine Particulate Matter
VOC - Volatile Organic Compounds
CO₂ - Carbon Dioxide
Aqi - Air Quality Index



 Next step - Re-measure following the office refurb and continually monitor.



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3.0 People

3.17 Identified area for improvement - Health and Safety Employee Engagement


- Formal procedure for health and safety employee engagement implemented. 

Suggestion boxes and “You said... We did...” boards have been rolled out on 11 sites.



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3.18 Identified area for improvement - Supporting mental health within the organisation

- BS ISO 45003:2001 – Occupational Health and Safety management – Psychological health and safety at work to be integrated into our health and safety management system in 2025. 



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4.0 Efficiency & Resources



Efficiency & Resources overview

Air & climate, life & earth, water, environmental impact



Efficiency & Resources
Champion: **Alun Bucknell**



Efficiency & Resources
Champion: **Bill Taylor**



Efficiency & Resources
Champion: **Richard Morgan**



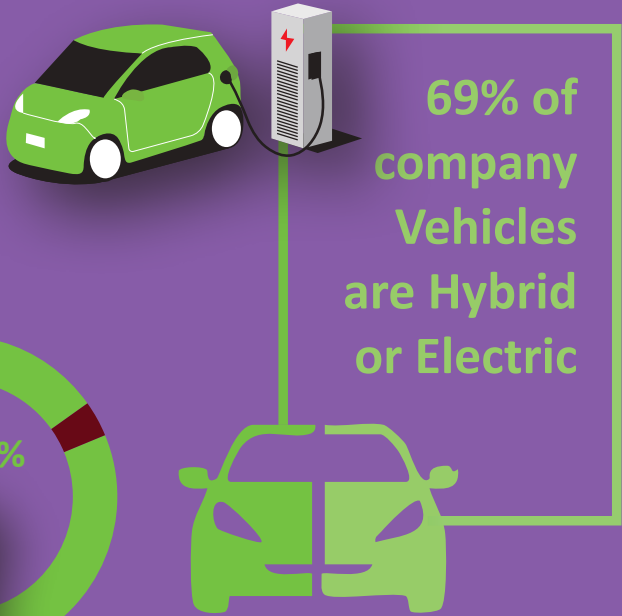
Efficiency & Resources
Champion: **Adam Hopcroft**



Efficiency & Resources
Champion: **Darran Gammon**



Efficiency & Resources
Champion: **Paul Nolan**



4.0 Efficiency & Resources

4.1 Identified area for improvement - Carbon Reduction Measures

🎯 4 phase decarbonisation plan created.



🎯 Assessment and planning complete.



Energy efficiency

283.23 KWh - 2024 baseline

55 KWh - target by 2030

In line with LETI (London Energy Transformation Initiative)

Renewable energy target

2024 = 10%

2025 84%

2025 Target = 84%

TARGET 100%

2024 10%

TARGET
100%

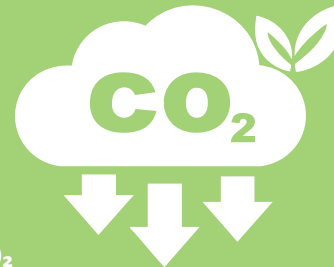
Carbon reduction

143 t CO₂ / year

74 t CO₂ / year

2024

2025



Reduction of
47.15%

Energy usage

536.5 Mwh / year

420.7 Mwh / year

269.4 Mwh / year

247.8 Mwh / year

2024 2025

Gas

2024 2025

Electricity

<https://www.leti.uk/cedg>



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4.0 Efficiency & Resources

4.2 Identified area for improvement - Energy Reduction Measures – Thomas House

 MyZero energy monitors installed at Thomas House.



 Next Step - First recordings to be taken April 2025.




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4.3 Identified area for improvement - Energy Reduction Measures – construction sites

 Process in place to ensure ALL new sites have energy meters installed.




 Next Step - Readings to be taken at regular intervals and recorded.



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4.4 Identified area for improvement - Energy Provider

 Electricity: Zero-carbon, sourced from renewables with guarantees of origin and nuclear declarations.







Gas: 10% from UK renewable green gas guarantees; 90% offset by certified carbon projects.



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4.0 Efficiency & Resources

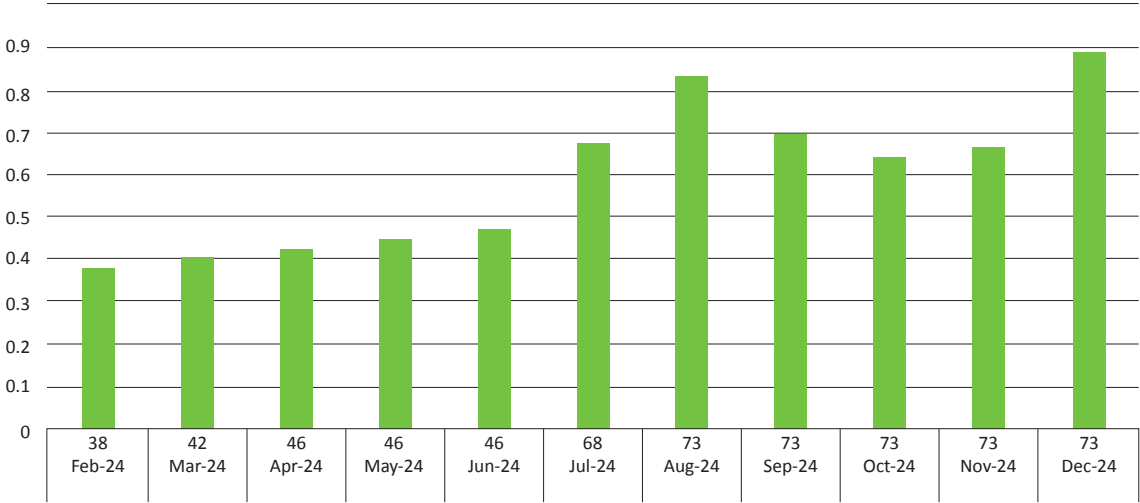
4.5 Identified area for improvement - Water Reduction Targets – Thomas House

-  Average water / m3 consumption measured.
- 
-  Next step - Target 10% reduction in water consumption after office refresh in 2025.
- 







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2024 Average Water /m3 consumption per person per day

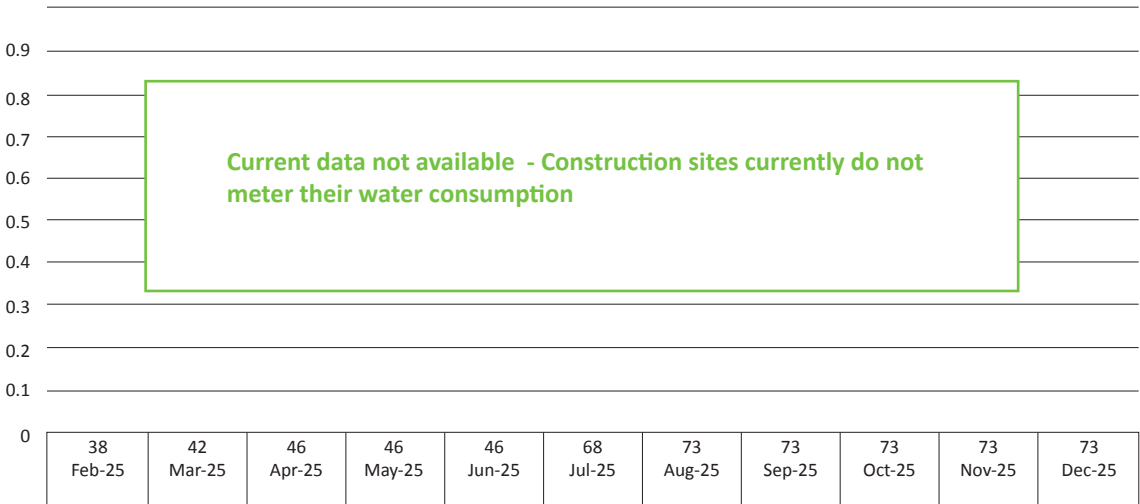


4.6 Identified area for improvement - Water Reduction Targets – construction sites

-  Target 10% reduction in water consumption after first year of data obtained from sites 2026.
- 
-  Next Step - All sites to have a water meter going forward (to be included in the Water Reduction Policy for sites).
- 








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4.0 Efficiency & Resources







4.7 Identified area for improvement - Water Reduction Targets Policy

-  **Water reduction policy implemented.** 
-  **Next Steps - Annual review of water consumption.**
-  **Next Step - Installation of system measured on % of surface (roof and yard) covered, litres of water saved.** 



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4.9 Identified area for improvement - Water Reduction (recycling) – construction sites

-  **Water Reduction Policy Implemented.** 
-  **Recycled water data to be collected.** 
-  **Next Step - Review data annually based on total m3 recycled per year.** 



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4.8 Identified area for improvement - Water Reduction Targets – Thomas House

-  **Water reduction policy implemented.** 
-  **Next Step - Annual review of water consumption.** 



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4.10 Identified area for improvement - Renewable Energy Measures – Thomas House

-  **Options evaluated to reduce reliance on grid energy supply.** 
- Considerations:**
 - **Solar PV.**
 - **Air / Ground Source heat pumps.**
 - **Solar Thermal.**
-  **Next Step - Leadership Team review of options for reduction** 



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4.0 Efficiency & Resources

4.11 Identified area for improvement - Renewable Energy Measures – construction sites

- 🎯 To follow in line with decarbonisation strategy outlined in 4.1.



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4.12 Identified area for improvement - Waste Management

- 🎯 New Zero Waste Policy implemented.



- 🎯 96.4% of our waste is diverted from landfill.



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4.13 Identified area for improvement - Waste Reduction

- 🎯 Detailed report of waste management received from M&M Skips.
- 🎯 New ZeroWaste Policy implemented.



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4.14 Identified area for improvement - Waste Reduction – culture & awareness training

- 🎯 Staff survey on waste reduction undertaken.



- 🎯 Results of survey analysed.



- 🎯 Zero Waste Policy implemented.



- ➡️ Next Steps - Training to be implemented.



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4.0 Efficiency & Resources

4.15 Identified area for improvement - Waste Reduction – local recycling

 Detailed report of local recycling obtained.



4.16 Identified area for improvement - Waste Reduction – single-use packaging

 Detailed report of single use packaging obtained.



Description	Diverted (tonne)	Description	Diverted (tonne)
C&D Concrete & Brick	459.01	Glass	3.17
C&D Wood	195.67	UPVC Cut Offs/Frames	1.50
Refuse Derived Fuel	161.32	Asphalt	0.92
Soil & Slone	106.46	Ferrous Metal	0.51
C&D Mixed Metals	89.08	Food Waste	0.50
Plasterboard	70.91	Incinerator Bottom Ash	0.41
Mixed Packaging	56.75	Non-Ferrous Metal	0.04
Plastic Packaging	46.13	Gas Bottle	0.01
Household industrial Plastic	36.33	Tyres	0.00
Paper & Cardboard	36.26	Fridge	0.00
Concrete	27.03	TV, Monitor, Printer. Copier	0.00
Green Waste	14.12	Bulky waste containing POP's	0.00
Residual Waste	5.76	Insulation 0	0.00
		Recycled	1,313.92



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4.0 Efficiency & Resources

4.17 Identified area for improvement - Environmental Impact – Improved Environmental Risk Assessments

- 🎯 Keith Shackleton our Health, Safety and Environmental Manager to attend CITB SEATS course (Site Environmental Awareness Safety Training Scheme). If course is deemed appropriate all site staff will be enrolled.



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4.18 Identified area for improvement - Environmental Impact – eliminate single-use timber hoardings

- 🎯 We have started to use multi use corrugated hoardings on new projects where possible. Timber hoardings are now screwed together rather than nailed to allow reuse.



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4.19 Identified area for improvement - Energy Reduction Measures – construction site facilities

- 🎯 All new hired cabins will be Eco Cabins.



- 🎯 Cabins Incorporate:



- Thermal insulation. ☒
- LED Lighting. ☒
- Double Glazing. ☒
- Heating timers. ☒
- PIR Sensors. ☒
- Power and Water Meters ☒



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4.20 Identified area for improvement - Responsible Specification

- 🎯 Training on whole life carbon assessments and CPD's on sustainable materials scheduled in 2025.



- ➡️ Next Step - Minimum of 3 CPD sessions per relevant employee per year to be undertaken.



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4.0 Efficiency & Resources

4.21 Identified area for improvement - Impact of vehicles and plant & sustainable travel

 Cycle to work scheme implemented.



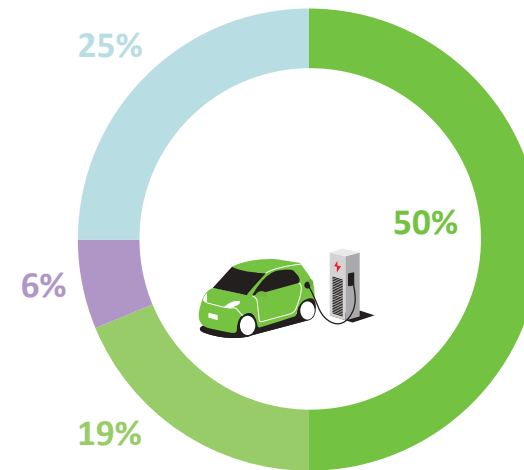
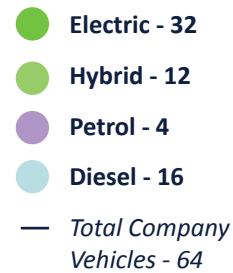
 Company vehicles recorded.



 Sustainable travel policy drafted.




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69% of
company
Vehicles
are Hybrid
or Electric



4.22 Identified area for improvement - Construction Practices

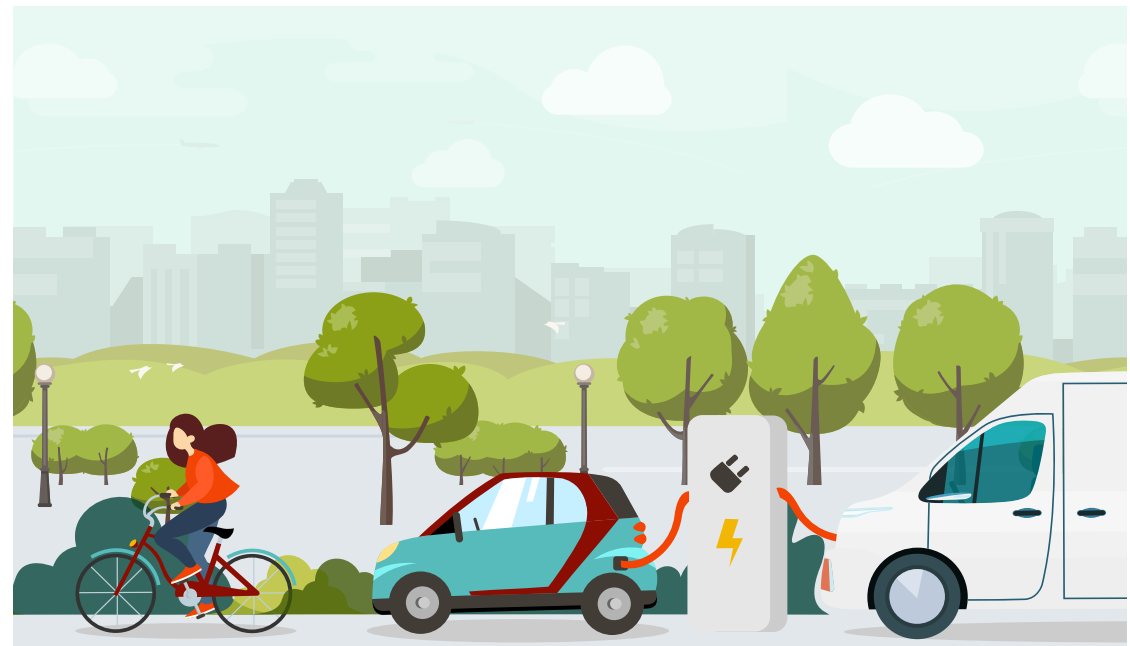
 Action plan to improve education on sustainable construction practices.



 Next Step - CPD sessions arranged on modern methods of construction.



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5.0 Contractors & Suppliers



Contractors & Suppliers overview

Supply chain management



Contractors & Suppliers
Champion: **Luke Grady**



Contractors & Suppliers
Champion: **Brendan Knight**

Subcontractor
PQQ in place

Supply Chain
database
established



Annual Subcontractor forum meetings



5.0 Contractors & Suppliers

5.1 Identified area for improvement - Supplier and Contractor Management

-  Database of existing supply chain established. 
-  23 PQQ's completed 6 / 23 have confirmed they have an ESG policy. 



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5.2 Identified area for improvement - Sustainable Purchasing Policy

-  Initial list of key suppliers established to approach for sustainability policies. 

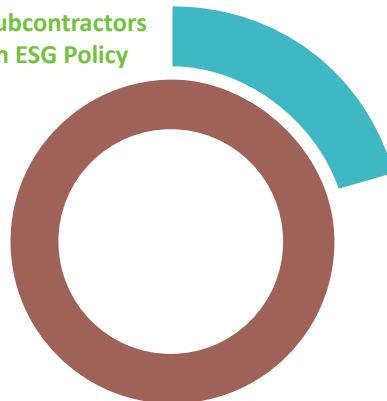


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5.3 Identified area for improvement - Significant Suppliers and Contractors' social and environmental impact – local employment


-  PQQ developed and used to collect data on local employment. 

6/23 Subcontractors
have an ESG Policy



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5.4 Identified area for improvement - Significant Suppliers and Contractors' social and environmental impact – apprentices and employees under 25

-  PQQ developed and used to collect data on apprentices and employees under age of 25. 



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5.0 Contractors & Suppliers


5.5 Identified area for improvement - Significant Suppliers and Contractors' social and environmental impact – Equity, diversity and inclusion (EDI)

 PQQ developed and used to collect data on number of sub-contractors with an EDI policy.



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5.6 Identified area for improvement - Significant Suppliers and Contractors' social and environmental impact – low income or chronically

 Initial research into low income of underemployed communities locally.



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5.7 Identified area for improvement - Significant Suppliers and Contractors' social and environmental impact – suppliers with an environmental policy

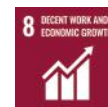
 PQQ developed and used to collect data on sub-contractors with an Environmental Policy.



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5.8 Identified area for improvement - Significant Suppliers and Contractors' social and environmental impact – Direct employees

 PQQ developed and used to collect data on sub-contractors and number of direct employees.



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5.0 Contractors & Suppliers

5.9 Identified area for improvement - Engagement

- Annual sub-contract forum meeting and recording number of attendees in terms of engagement.



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5.10 Identified area for improvement - Social Impact - Training

- PQQ developed and used to collect data on sub-contractors and their training plans.



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5.11 Identified area for improvement - Length of Relationships

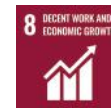
- Database established to collect length of sub-contractor relationship.



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5.12 Identified area for improvement - Support to small-scale or other in-need suppliers

- PQQ developed and used to collect data on size of sub-contractor and whether they are a microbusiness or small business.



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6.0 Governance



Governance

Mission & commitment



Governance
Champion: Alan Muzanhamo



Our Mission

Kingerlee is a purpose-driven company, with strong family values, using business as a force for good by measuring, managing and continuously improving our social and environmental impact.



All policies
have been
updated



ESG Plan
launched
and KPI's
collected.



6.0 Governance

6.1 Identified area for improvement - Mission & Engagement

 Mission statement established.



Our Mission

Kingerlee is a purpose-driven company, with strong family values, using business as a force for good by measuring, managing and continuously improving our social and environmental impact.



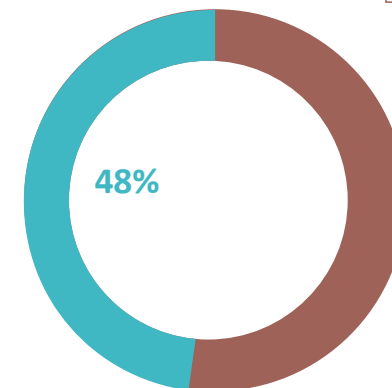
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6.2 Identified area for improvement - Mission & Engagement – social & environmental decision-making

 48% of job descriptions reviewed.



 Job descriptions reviewed.

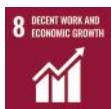


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6.3 Identified area for improvement - Mission & Engagement – stakeholder engagement

 ESG Communication plan for all stakeholders in place.



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6.4 Identified area for improvement - Mission & Engagement – management of material social & environmental issues

 Key Environmental and social risks identified.



 ESG Action Plan launched.



 KPI's collected annually.



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6.0 Governance

6.5 Identified area for improvement - Ethics & Transparency

 All policies reviewed and rewritten.



 Code of conduct drafted.



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6.6 Identified area for improvement - Ethics & Transparency – reviewed/audited financials

 Financial statements produced and audited in line with financial reporting standards.



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6.7 Identified area for improvement - Ethics & transparency – reviewed/audited financials

 Review of IT security protocols undertaken.



 Regular cyber security training undertaken by all staff.



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6.8 Identified area for improvement - Ethics & transparency – social & environmental impact report.

 Annual ESG report issued.



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6.0 Governance

6.9 Identified area for improvement - Customer Stewardship – data usage and privacy

 Data usage and privacy policy updated and issued.



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6.10 Identified area for improvement - Customer Stewardship – data security management

 Code of conduct drafted to be available during 2025.



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Reporting Period

The information contained in this report covers the period from **1 April 2024 to 31 March 2025** unless otherwise stated.

ESG data is collected from across Kingerlee Group's operations. This report aims to account for 100% of the data from the following:

- Kingerlee Ltd
- Kingerlee Special Projects
- Kingerlee Joinery
- Kingerlee Homes



Conclusion



Customers

We have made great progress in improving customer satisfaction by implementing a Social Value Policy and refining our feedback process. Our ESG initiatives are now aligned with the UN Sustainable Development Goals, and we're actively exploring sustainability certifications like ISO 53001 and ISO 26000. Our next step is to finalise accreditation and strengthen our mid-project reviews to ensure we continue delivering excellence.



Community

Giving back to our community is a key priority for us. Since 2021, we have donated over £30,000 to charities, including SeeSaw, OxTrail, and The Lighthouse Club. We also prioritise local businesses, with 56% of our office consumables sourced within 35 miles. Our Community Engagement Plan is in full swing, and we're actively supporting local charities, businesses, and schools. Moving forward, we aim to deepen our charity partnerships beyond fundraising and enhance workplace accessibility.



People

We are committed to ensuring our employees are well-supported and valued. Every team member is paid at least the real living wage, has access to a private pension, and receives an annual bonus. Professional development is a major focus, with an average of 7.5 paid training days per employee. We recognise that inclusivity in hiring needs improvement, and we're addressing this by implementing a formal gender pay gap review in 2025.



Efficiency & Resources

We've made significant strides in reducing our environmental impact. Our four-phase decarbonisation plan is on track, achieving a 47.15% reduction in carbon emissions and transitioning to 100% renewable energy in 2025. We've introduced energy monitoring systems across sites and implemented a Zero Waste Policy, leading to 96.4% of our waste being recycled. Water reduction remains a focus, and we plan to install meters on all our sites to track and improve our consumption.



Contractors & Suppliers

Our supply chain plays a crucial role in our ESG strategy. We have established a supplier database and issued pre-qualification questionnaires (PQQs) to assess our partners' sustainability practices. However, only a small proportion of these suppliers currently have ESG policies, so we know there is more work to do. We are actively working on increasing supplier diversity, supporting apprenticeships, and promoting sustainable procurement practices.



Governance

We have strengthened our governance structure by updating policies, preparing a code of conduct, and enhancing cybersecurity protocols. Our audited financial statements and annual ESG report ensure transparency in our operations. As we continue our ESG journey, we will work to embed social and environmental considerations into all job roles and decision-making processes.

We are proud of the progress we've made so far and are committed to building on this momentum. Our focus for the coming year will be on achieving accreditation for sustainability standards, deepening our supplier engagement, and refining our inclusivity measures. By staying true to our values and continuously improving, we will continue to make a meaningful impact in our industry and beyond.



Thank You

...and finally

Thank You for taking the time to read our first ESG report

We hope you have found this report insightful and that it provides a clear understanding of our business ambitions, our skilled and dedicated workforce, and the strong partnerships we have built within our industry. Our commitment to sustainability is at the heart of everything we do, and while we have set ourselves ambitious targets, we fully understand that meaningful change takes time, dedication, and continuous improvement.

“Sustainability isn’t a target—it’s a commitment woven into everything we do.”

In the year ahead, we will continue to drive positive change by promoting skills and employment within the communities we work in, ensuring that those facing barriers to employment have access to training and opportunities that will help them build fulfilling careers.

Our focus will also remain on creating healthier, more resilient communities by strengthening our relationships with charities, local businesses, and social enterprises, as well as engaging directly with individuals to make a lasting impact.

Above all, we will intensify our efforts to protect and enhance the environment, ensuring that the places we build—where people live, work, and learn—are greener, more energy-efficient. By integrating environmental responsibility into every stage of our projects, we aim to leave a lasting, positive legacy for future generations.

“Building today with tomorrow in mind—creating spaces that stand the test of time.”

We extend our sincere thanks to our incredible team, our supply chain partners, and all those who have supported us in bringing our ESG strategy to life. Your dedication and collaboration have been instrumental in the progress we have made, and we look forward to continuing this journey together. As we build on our heritage and culture of excellence, we remain committed to driving forward our ESG goals in the months and years ahead.

FEEDBACK

We value your feedback on our approach to sustainability and would appreciate your comments on this report and our performance.

You can email us at ESG@kingerlee.co.uk or write to:

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Thomas House
Langford Locks
Kidlington
Oxfordshire, OX5 1HR

Or simply scan the code to complete our feedback form





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