

Attendees: Hilary Hurrey (Action Sustainability), Becky Bryant (Action Sustainability), Robyn Conway (Action Sustainability), Grace O'Connell (Action Sustainability), Antony Lavers (Taylor Wimpey), Katherine Rusack (Balfour Beatty), John Dwyer (Telford Homes), Kris Karlake (BAM), Mandy Messenger (Advante), Jo Potts (Kier), Alice Hands (Sir Robert McAlpine), Ross Steer (Engie).

Apologies: Michael Cross (Willmott Dixon), Lydia Higgins (Action Sustainability), Nathalie Ritchie (National Grid), Gina Ciotaki (Wates), Warren Edwards (Laing O'Rourke), Karolina Mikolajczyk (Engie)

Welcome to Jo Potts (Kier) who has taken over from Jade Hunt and also to Grace O'Connell who is working with Robyn (Knowledge Manager) and will take over from Robyn while on maternity leave.

1. Progress against actions

Hilary reported against the last meetings actions.

All actions were complete. The September meeting will take place in London and Hilary will send details nearer the time.

2. Update - Learning & Engagement

Hilary presented the engagement figures for April 2022.

Engagement figures have got off to a good start. This year there is a target to reach 5,000 active companies and 25,000 active individuals.

There was discussion around how, as the School grows, there should be tighter control in the process to signing Partners up to the School to ensure that their key drivers in joining the School are aligned with the ethos of the School. A summary of the points raised:

Comments:

- ✓ Should there be a code of conduct and if a Partner is found to be not acting in the spirit of the School their membership can be suspended.
- ✓ How can it be highlighted that Partners are to bring and share best practice; that they are to contribute to the School. Partners can't just 'buy the badge'. The Partner value exercise does highlight Partner contribution to an extent.
- ✓ What is there in place to ensure that Partners are held to account.
- ✓ How do we ensure the reputation of the School is protected from any actions Partner may take in their day-to-day business?
- ✓ It would not be correct to preclude organisations as essentially they would be being influenced by participating in the School.

Actions:

- Hilary to feedback the comments internally to the Head of Business Development and School Directors.
- Becky and Hilary to review the School Constitution to understand if this needs to be updated to reflect the comments.

- Hilary and Becky to feedback and illustrate what is currently in place that helps to safeguard the School from allowing organisations to become Partners if their drivers/ motivations don't align with the School.

3. Assessing supplier capability

Hilary ran through the plan for changing the corporate sustainability assessment into a capability style assessment with an action plan. This would replace the current corporate sustainability assessment which produces a learning plan. The group were first of all asked to discuss whether the 17 sustainability issues (listed below) were still correct; and in particular if the issues on: Employment, Training & Skills, Community, Supplier Diversity should be grouped together as 'Social Value'.

- | | | |
|-------------------------------|---------------------------------|----------------------|
| • Sustainability Strategy | • Energy and Carbon | • Business Ethics |
| • Sustainable Procurement | • Water | • Employment |
| • Environmental Management | • Air quality | • Training & skills |
| • Waste & Resource Efficiency | • Biodiversity | • Community |
| | • Materials | • Supplier diversity |
| | • Fairness, Inclusion & Respect | • Well-being |
| | • Modern Slavery | |

Comments:

- ✓ Could Health & Safety be included with Wellbeing? Group felt this had been explored historically and agreed that the School focuses just on the mental side of wellbeing. There are other organisations that deal effectively with Health & Safety and have expertise in this area.
- ✓ Social Value is a more encompassing term and is recognised by the supply chain.
- ✓ If the four issues that encompass Social Value are put together will this make it difficult to come up with an action plan?
- ✓ Will the assessment ensure relevancy and proportionality e.g., for a sub-contractor they would likely focus on employment and training but for a supplier they would focus more on supplier diversity.
- ✓ Is it possible for the assessment to be like a materiality review? A company could look at all the issues and choose for themselves which are the ones they want to focus on/ are most important or are the most relevant.
- ✓ Suggestion to broaden the statements slightly. E.g., Energy & Carbon to Climate Change Mitigation; Waste & Resource Efficiency to include Circular Economy; EDI on supplier diversity etc.
- ✓ Environmental Management already includes learning around ISO 14001
- ✓ It should be explored if it is possible to link up with bodies such as Achilles, Construction Line via an API so that if certification has been achieved the action plan is already populated. Discussions were already happening with Construction Line about data share so this element could be fed in.

The group were also asked to comment on the length the action plan should be. The current action plans the learning assessments produce are ten point.

Comments:

- ✓ Overall, a ten-point action plan could be OK, but this very much depended on various factors which included: how big the actions were; the length of time it could take for some to be completed; cost of the action, other stakeholders (and number of stakeholders) included to get an action complete/ signed off.
- ✓ The action plan must be achievable and broken down into steps.
- ✓ Ideally the action plan would contain some sort of cost benefit analysis.
- ✓ It is important that the actions are appropriate for the business.
- ✓ It could be considered that if an organisation scored a lower score, there are more actions. The higher scores would have less actions.
- ✓ It is important that the School are prepared to have questions from those who are completing the action plans. Are we prepared for this?
- ✓ Having some case studies produced from organisations who have completed the assessment and received benefit/ value will help with the ROI.
- ✓ There could be a points allocation per question so that those with a large number of points essentially mean you have less actions on the plan.
- ✓ Ability to delegate out the actions would be helpful.
- ✓ Other standards have five objectives; 10 may feel overwhelming.

Actions:

- Hilary to feedback comments made by the group both elements discussed and feedback next steps at the next meeting.

4. 10-year anniversary summit update

Hilary gave a brief update on the progress the 10-year anniversary summit.

All Partners are encouraged to invite their supply chains.

Actions:

- Hilary to send the invitation test and booking links to the group so that they can invite their supply chains.

AOB & date of next meeting

The next meeting will take place on Tuesday 19th July 10.30am – 12.30pm.