



Sustainability Report

2024

Jan 2024 – Dec 2024

Introduction

Originally based in Hockley, Essex, Lemon Groundwork Solutions were incorporated in 1978. The head office was moved to larger premises in Wickford, Essex in 1992. A second depot was established in Rugby, Warwickshire and opened in the year 2000, with a third depot being established in the Creeksea, Essex in November 2019.

The company's customer base includes a wide range of general builders, ground-workers and under-pinnings plus major civil engineers and piling contractors.

The company operates under a strict Integrated Management System (IMS) which is independently certified by CARES (UK Certification Authority for Reinforcing Steels) to BS EN ISO 9001:2008 and meets a wide range of other industry related CARES Standards.

Lemon Groundwork Solutions (LGS) has developed and implemented an integrated management system (IMS), which uses ISO45001:2018, ISO14001:2015 and ISO9001:2015 as frameworks that allows our organisation to document and improve our practices in order improve our performance and to better satisfy the needs and expectations of our customers, stakeholders and interested parties.

Certifications

Wickford

- Product Conformity – Cert No: 950601
- ISO 9001 Quality – Cert No: 1355
- ISO 45001 OH&S – Cert No: 1855

Creeksea

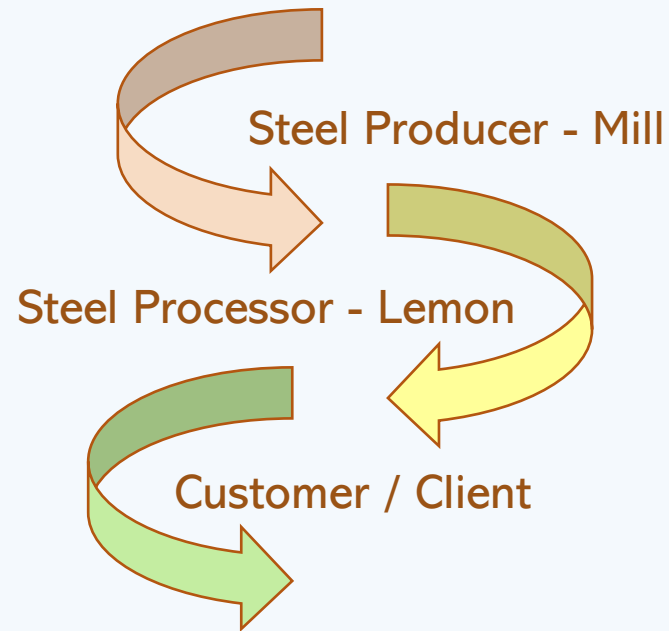
- Product Conformity – Cert No: 200104
- ISO 9001 Quality – Cert No: 1711
- ISO 45001 OH&S – Cert No: 1854
- ISO 14001 Environmental – Cert No: 1742
- BES 6001 Responsible Sourcing – Cert No: 1744
- CARES Sustainability – Cert No: 1743

Rugby

- Product Conformity – Cert No: 950601
- ISO 9001 Quality – Cert No: 1592
- ISO 45001 OH&S – Cert No: 1856

Traceability and Responsible Sourcing

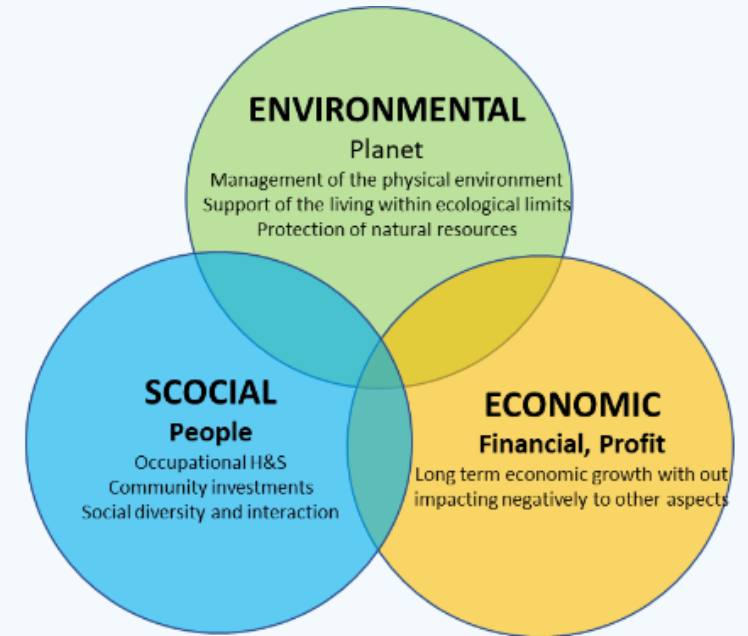
As part of our commitment to responsible sourcing, our policy is to prioritise purchase of raw material from suppliers that hold a recognizable responsible sourcing accreditation such as BES6001, we are also able to trace 100% of this material back to the manufacturer and cast. This traceability is maintained throughout the production process and final delivery to the customer.



Sustainability Principles

The challenge for industry and business is to play a fundamental role in helping to deliver sustainable development, which is defined as: “Sustainable development is development that meets the needs of the present without compromising the ability of future generations to meet their own needs” Sustainable development requires an integrated approach to the three core elements of social, economic and environmental aspects of our business.

- Environmental Sustainability - Ecological integrity is maintained, all of earth's environmental systems are kept in balance while natural resources within them are consumed by humans at a rate where they are able to replenish themselves.
- Economic Sustainability - Human communities across the globe are able to maintain their independence and have access to the resources that they require, financial and other, to meet their needs. Economic systems are intact, and activities are available to everyone, such as secure sources of livelihood.
- Social Sustainability - Universal human rights and basic necessities are attainable by all people, who have access to enough resources in order to keep their families and communities healthy and secure. Healthy communities have just leaders who ensure personal, labour and cultural rights are respected and all people are protected from discrimination.



Carbon Footprint

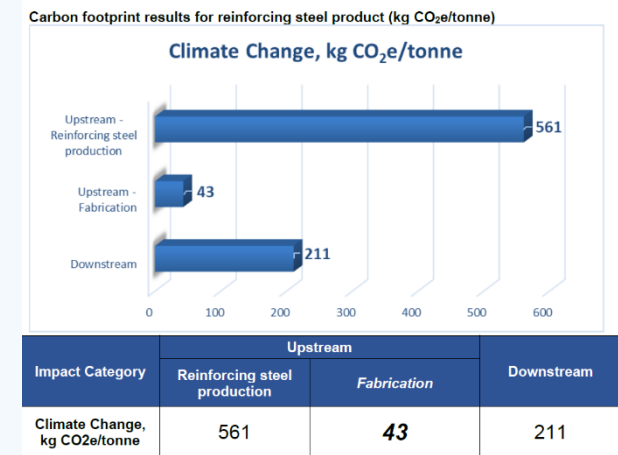
INTRODUCTION

This report provides a summary of the carbon footprint assessment results for the production of construction steel forms at the location given above.

The results are reported for 1 tonne of reinforcing steel as installed in a building based on data provided by the company in a questionnaire and verified by UK CARES. The whole life cycle of the product has been assessed.

Methodology:

This carbon footprint report is calculated based on calculation rules specified in Product Category Rules for Type III environmental product declaration of construction products to EN 15804:2012 by BRE Global Ltd, as used in UK CARES' EN15804 compliant EPD Scheme.



Key Achievements

Lemon Groundworks is proud to highlight the below key achievements from 2023

- 🏆 100% Increase in community incentives
- 🏆 100% of employee Company cars are electric/Hybrid
- 🏆 100% of employees live within the Local community
- 🏆 50% Reduction in plastic usage
- 🏆 **Become a member** of Essex County Council Carbon Cutting Essex



LTIFR – 20.10



Objectives

Description:
Reduce Carbon Emissions: Upgrade machinery to energy-efficient models, optimize transport logistics, and transition to renewable energy sources.
Increase Energy Efficiency: Install energy monitoring systems, conduct regular energy audits, and train staff on energy-saving practices.
Waste Reduction & Recycling: Recycle steel off-cuts, reuse packaging, and work with certified waste contractors.
Air Quality Control: Install appropriate dust suppression systems and monitor air quality regularly
Sustainable Sourcing of Raw Materials: Audit supply chain and develop a preferred supplier list based on sustainability credentials.
Product Stewardship: Promote eco-labelled products to clients and specify carbon footprint in product datasheets.
Community and Stakeholder Engagement: Partner with schools, local councils or construction industry organisations.

Materiality Matrix



Materiality Matrix Worksheet

Reporting Period (e.g. Year 2022)	2023
<i>Note: If equivalent materiality documentation is available this criterion is met. Please provide a link to any alternative documentation</i>	

For each impact establish its significance to both external and internal stakeholders. When determining significance, consider the science and the context behind each, informed by stakeholder opinion and scientific research, international consensus. Indicate the ability of the organisation to influence performance relating to each. Prioritise the issues using the scale shown. More information on the concept of Materiality can be found in the Global Reporting Initiative (GRI) Standards.

Material Aspects		Ability to influence (high/low)	Material Aspects		Ability to influence (high/low)
Importance to Environment, Stakeholders and Society → more	Biodiversity	Low	GWP and GHG emissions	Low	
	Eco-toxicity	Low	Primary Material Use and Materials Efficiency	High	
	Local purchasing	Low	Energy Use	High	
	Supporting SME's	Low	Transport	High	
			Slave Labour	High	
			Child Labour	High	
			Safe and Healthy Working Conditions	High	
			Community relations	Low	
			Gender Equality	Low	
			Diversity	High	
Importance to Environment, Stakeholders and Society ← less			Fair wages	High	
			Contribution to Diversity and Stability of the Local Economy	Low	
			Stable Employment		
	Water Use	Low	Waste	High	
	Air emissions	High	Human Rights	High	
	Emissions to water	Low	Skills and Training	High	
	Renewable Energy use	Low	Workers' Conditions	High	
	Freedom of Association	Low	Health and Safety performance	High	
			Pursuing Innovation	High	
			Fair payment practices	High	
less <---		Importance to Delivering Organisations Strategy	>-- more		

[Click to return to Sustainability Management 2.4.6](#)

Environmental
Social
Economic
Sustainability impacts of the organization (Confirm the range of impacts, adding any missed, Copy and Paste into matrix according to your evaluation of importance)
The range and priority of these impacts is informed by stakeholder views that are gained through systematic, inclusive, internal and external engagement at all levels of the organisation. This engagement needs to consider science and fact as well as opinion. Ensure this is an open process that considers any new or emerging aspects and importance changes, e.g. as science shows risks are better understood or as ways to manage them have been found and performance has improved. Ask the question 'What has changed from last year?'

GWP and GHG emissions
Transport
Primary Material Use and Materials Efficiency
Energy Use
Water Use
Biodiversity
Eco-toxicity
Waste
Air emissions
Emissions to water
Renewable Energy use

Please add these and any other environmental issues to be mapped onto materiality matrix
Human Rights
Slave Labour
Child Labour
Safe and Healthy Working Conditions
Community relations
Skills and Training
Gender Equality
Diversity
Fair wages
Workers' Conditions
Freedom of Association
Health and Safety performance
Please add these and any other social issues to be mapped onto materiality matrix
Contribution to Diversity and Stability of the Local Economy
Stable Employment
Pursuing Innovation
Fair payment practices
Local purchasing
Supporting SME's
Please add these and any other economic issues to be mapped onto materiality matrix

Maturity Matrix

Maturity Matrix Worksheet						
Data Collection/Reporting Period (e.g. Year 2022)		2023			Objectives & Plan(s) / Programme(s)	
You may want to refer to the characteristics for each practice in Table A1 'Sustainable Development maturity matrix for continual improvement of organisations seeking certification of their products' in BS 8902:2009						
Sustainability Principles	Practices (Please add any additional practices that are relevant to your approach to sustainability management)	Characteristics of the approach to sustainability in developing organizations				
		Maturity				
		Ad-hoc engagement, an informal approach to stakeholders in relation to these Practices. Limited understanding of the implications of the Practices on business priorities and decision making.	Policies and approach documented and well understood. Accountable party identified and responsible implementing roles/tasks resourced, trained and operational. Certified or uncertified management systems in place to manage the Practices. Demonstrable performance improvements.	Engaged plus: Proactively using sustainability to drive innovation into the organization at every level to deliver improved performance. Company success is viewed in broader terms than financials only. Positive and negative impacts on our natural capital, wellbeing, local communities and economic contribution should be considered and built into all decision making. Science and context based transition plans and targets are in place that define a pathway towards sustainable and responsible operations. Performance improvements aligned to the context and scientific pathways.		
		Immature	Engaged	Proactive and Learning		
Inclusivity	Stakeholder identification and mapping		x	x		
	Open engagement in various formats for various stakeholders					
	Stakeholder issue identification			x		
	Communication of organization response to issues raised		x			
	 / Additional practice					
Integrity	Leadership shown - clear Accountabilities documented			x		
	Code of Conduct adopted		x			
	Integrity risks identified and managed			x		
	 / Additional practice					
	 / Additional practice					
Stewardship	Sustainable development culture		x			
	Responsible/Sustainable Supply chain approach adopted			x		
	Systematic Environmental Management			x		
	Systematic Social Management			x		
	Systematic Economic Management			x		
	Skills and training			x		
	Career development			x		
	 / Additional practice					
Transparency	Identify appropriate metrics/KPIs			x		
	Monitor performance			x		
	Publicly report management practices and performance		x			
	Review performance			x		
	 / Additional practice					

[Click to return to 'Sustainability Management' 2.6.2](#)

Stakeholder Analysis

	STAKEHOLDER	EXPECTATION	INTERACTION	INVOLVEMENT
Internal	Employees	Stability of employment relationship Fair & competitive remuneration Equal & fair treatment Safe & healthy working conditions Good leadership Opportunities for career development	Everyday work communication Training programme Suggestion forms H&S Committee meetings Workforce participation & consultation meetings	Provide a consistently high-quality product to meet our client's requirements
	Suppliers	Business ethics Mutual benefits Long term relationship Stability of operations & reliability Clear procurement criteria	Supplier meetings Evaluation Feedback forms Website	Provide sustainable products Provide high quality products Provide support & advice
Combined	Customers	Business ethics Quality & reliability Flexibility Innovative solutions	Customer meetings Customer feedback forms Website	Provide growth and stability of a sustainable business
	Financial Institutions	Responsible company Stable employment Return on investment Innovation Local investment.	Meetings Site visits	Quality & sustainable products Value for money Support & advice Business opportunities Long business term relationships;
External	Neighbours / Local Community	Act as a responsible company Support local people Train local people	Direct through meetings Secondary through workforce Website Feedback forms & communication forms	Source of labour Provide services & products Trust in the local community
	Local Authorities	Act as a responsible company Business ethics Flexibility	Meetings Other Written Communication Website	To provide transparency within the Company
	Waste Carriers	Act as a responsible company Business ethics Long term relationship	Everyday work communication Meetings Communications forms Website	To provide each other with support and advise with regards to the protections of wildlife and the environment
	Local Conservation Society	Act as a responsible company Support local wildlife Taken environmental aspects into account	Meetings Website Secondary through workforce Communication forms	To provide each other with support and advise with regards to the protections of wildlife and the environment
	Local Ports	Act as a responsible company Business ethics Mutual benefits Long term relationship Stability of operations & reliability Source of employment	Everyday work communications Meetings Website Communication forms	To provide services which are integral to the Company's operations and to reduce carbon emissions with regards to transport impacts