



# CORPORATE SOCIAL RESPONSIBILITY REPORT 2008/2009



Kingie Estate



I am delighted to launch I & H Brown's first annual Corporate Social Responsibility Report. This year has also seen the company implement a new Corporate Responsibility & Sustainability Policy. Our objective is to review our activities and impacts within a broad context encompassing environmental and social responsibility - not only to our staff but also within the wider community. This report seeks to communicate our performance in the year ending 31st August 2009 to our stakeholders. It sets out our overall approach to the running of our business and highlights some of our progress and achievements.

I hope that you will find the contents both interesting and informative.

*J Scott Brown*  
Managing Director

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# SOCIAL

## Health & Safety



We have recently become one of the first contracting organisations to achieve accreditation to Occupational Health Safety Assessment Series (OHSAS) 18001:2007. This standard acknowledges the company's commitment to the highest of standards in our health and safety management systems and demonstrates our commitment to ongoing development of health and safety within the workplace.

The process of continuous development in terms of health and safety has seen the company maintain the highest standards in terms of our health and safety systems and procedures.

We have increased the number of consultation meetings between staff and our safety team, encouraging feedback from site staff which has resulted in new and revised guidance for a number of our activities.

## Occupational Health

As part of our commitment to the welfare of our staff, in 2009 we introduced a voluntary occupational health screening programme. These confidential medical checks are provided by an external occupational health specialist and the costs are met by the company.

## Healthier Commuting



To help encourage staff find a greener way to commute to work the company took part in the government backed 'Cycle to Work Scheme'. The scheme offers a tax incentive to employees to lease hire a cycle of their choice for their commute to work.

## Professional Development



The professional development of our staff is critical to the continuing success of the company. In 2009 we re-launched our Approved Training Scheme with the Institution of Civil Engineers and we are supporting our staff in their efforts to achieve membership of the ICE. We have also supported staff in achieving Chartered Surveyor status.

## Training



We have continued to invest in the training and development of our staff and we have implemented a new training database to better manage and track our training requirements. We have also identified the minimum competencies required for each grade of site-based staff and drawn these into a matrix. This has helped to focus personal development and will also ensure that our people have all of the skills necessary to deliver our projects safely and professionally. Two members of staff are being sponsored through University to achieve Honours Degrees via part-time courses.

## Manyangalo, Kenya



*John Alexander completes the final standpipe, watched by Roger and the rest of the squad*

I & H Brown has contributed staff and other resources to the installation of the first clean water supply to the village of Manyangalo in northern Kenya. Several kilometres of pipes were laid from the water source to a central tank and then to a series of standpipes. Led by Contracts Director Roger Philpott, we are currently helping to develop a much larger scheme to provide irrigation to the potentially fertile soil that could provide a sustainable source of food and income for the local community. The team's immediate priority is to raise funds to allow the next phase to begin on site.

## COMMUNITY

### Victim Support Scotland



Victim Support Scotland (VSS) is a charity which provides emotional support, practical help and essential information to victims, witnesses and others affected by crime. In 2008/9, we continued to support the work of the charity by employing a Campaign Manager to run a fundraising campaign overseen by our own Managing Director, who chairs the Campaign Board. In 2008/9, the Campaign Board has hosted several very successful fundraising events during this period, most notably a reception and dinner in the presence of HRH The Princess Royal at the Palace of Holyroodhouse. Through the work of the Campaign Board in 2008/9 in excess of £80,000 has been raised, which allows VSS to reach many more victims of crime.

### Local Sponsorship

We have continued our support of the local community by providing sponsorship and charitable donations to good causes. This has seen the company donate to local sports clubs, charities and academic institutions. We placed particular emphasis later in the year on supporting events that celebrate the 800th anniversary of our home city of Perth.

### Banknock Development

The long term planning and consultation for our proposed major development of brownfield land to the north of Banknock has gathered pace through the year. The company has held two consultation meetings with the local community to obtain their input into the local development masterplan, listening to their opinions and concerns and what they would like to see achieved. These have proven to be very successful events, attracting an above average turnout from the local community.

### Sharing Best Practice



We firmly believe that we have an obligation to share our knowledge and experience with industry professionals from outside our company. In 2009, international delegates from as far afield as China, Nigeria and Ghana visited our site in Poplin Street, Dalmarnock, to see the latest techniques and technologies used

in the remediation of contaminated land. The project at Poplin Street is the latest under our term contract with National Grid Property Holdings Limited.

## ENVIRONMENTAL

Many of our core operations have the potential to create a large impact on the environment and we devote considerable effort to ensuring responsible management of our operations. The company is conscious of its potential impacts both environmentally and socially and looks to work with local communities and other stakeholders to encourage their input at the earliest possible stage. Our objective is always to foster an atmosphere of consensus, openness, mutual respect and trust.

### Site Waste Management Plans

We firmly believe in the principle of minimising the volume of waste taken to landfill, while maximising the re-use of material on site. To provide a structure for our ambitions, we implement SWMPs on all of our Scottish sites, although this is not a statutory requirement north of the border.

### ABB Power Development

The growth and diversification of the company saw the company use several of its core skills on the acquisition and reclamation of this brownfield site in Dundee.

The site was considered a blight on the local area, attracting vandalism and fire raising. Historical use had led to potential contamination of the underlying soils and groundwater. We acquired the site and then undertook the demolition of the substantial derelict buildings on site, the subsequent remediation works and the creation of suitable platforms for future development in a highly prominent location.

### Carbon Footprint



The company has been monitoring its carbon emissions for the last two years and has recently carried out a comprehensive study of its carbon footprint in order to develop a carbon management strategy that places it at the forefront of the issue of addressing climate change. This study conducted by one of the leading consultants in this field shows the company is in the enviable position of having a negative carbon footprint from its activities within the boundary considered. Nonetheless, the company is currently exploring further means of reducing carbon emitting activities, increasing efficiency of certain operations, such as plant and machinery, and identifying cleaner/greener alternatives to the carbon emitting activities.

# ENVIRONMENTAL

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## Plant Division



The procurement process for our plant involves thorough assessment of fuel efficiency. However, we also take into account other less obvious but equally important considerations such as the ergonomics of the operators cabin and the human interface with the operation of machinery.

The last year has seen the company continue to update its already modern fleet of plant. Our latest addition has been the introduction of GPS technology to a selection of our excavators and dozers. This assists our operators in achieving the highest level of accuracy first time.

## Opencast Mining



The company has continued its progress in the final restoration of its open cast mining sites at Begg Farm and Colton. We have also continue to provide funds for the improvement of the local community and we continue our relationship with the local communities, helping to assist and advise on how best to invest the funds.



**I & H BROWN**  
LIMITED

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# EXTERNAL RECOGNITION

In the face of difficult trading conditions for the industry the company is delighted that the hard work of our staff continues to be recognised by the industry through a number of prestigious awards.

## Best Small Firm Award



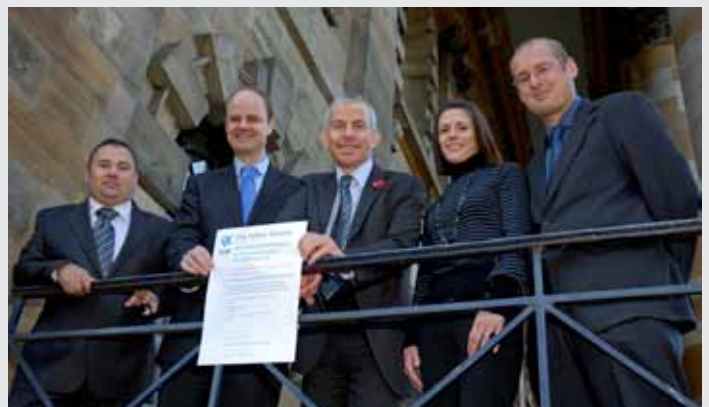
This award, for companies with less than £50million turnover, was made by the highly-rated Contractors of the Year Awards run by the New Civil Engineer (NCE) magazine and the Civil Engineering Contractors Association.

The award recognises the company's overall excellent performance - and growth - in a difficult market. Commenting on how the economic downturn had quite clearly hit smaller firms the hardest, the NCE commended I & H Brown on what it saw as the firm's evolution from a bulk earthworks contractor to a leading player in the fields of drainage, roadworks and infrastructure provision.

## Best Conversion Award for Tighmor

Our housebuilding division, Tighmor, won an award for its Laidneskea steading development near Aberfeldy in Highland Perthshire. Laidneskea, a development of five unique houses, four of which are converted from an original Category B steading with one innovative new build eco-property completing the project, was named as the Best Conversion at the Herald Property Awards 2008.

## Environmental Sustainability Commendation



We strengthened our reputation for being at the forefront of ground breaking remediation technology with a Commendation from the prestigious Saltire Society for work carried out at a former gasworks in Dundee.

The commended project, which attracted UK wide interest, was the first successful commercial use of low temperature thermal desorption (LTTD) for treating gasworks contaminants and the first example in the UK of an operating 'cluster site'.