engineering innovation





ESG Report

2024/25

JONES BROS
CIVIL ENGINEERING UK



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Message from the Chairman

While Jones Bros Civil Engineering UK has an enviable reputation for the quality of our work, it's just as vital we are similarly revered for our focus on all aspects of environmental, social, and governance (ESG).

Our support of local communities, approach to taking care of the environment, and robust methods of running the business compliantly and safely, originates back to when we were founded.

It's genuinely in our DNA, and while we have always made every effort to communicate this internally and externally, this ESG report helps to shine a brighter spotlight on the superb activities carried out across our organisation.

Our commitment to ESG activities has underpinned our work throughout five decades, and moving forward, we will continue to aim to set the standard within our industry as well as in the wider business community.

In recent months, work has started for our highly-skilled team on two projects of great significance.

Teaming up with Mackley as Future Water MJJV Limited, we are constructing the Havant Thicket Reservoir in Hampshire, which is the first large-scale new water storage reservoir in the UK since the 1980s.

We are also undertaking the building of one of the UK's largest battery storage schemes to date in Uskmouth. The 230MW battery energy storage system (BESS) project will be a key contributor to achieving the country's net zero targets of decarbonising all sectors of the economy by 2050.

Furthermore, there are two impressive wind farms in Scotland where work is underway, namely the 44-turbine Sanquhar Wind Farm and 20-turbine Windy Standard III Wind Farm, which will create clean renewable energy.

Huw Jones MBE
Chairman

Summary of Jones Bros' commitment to ESG – it's at the core of everything we do

We are committed to respecting the people, communities, and environments in which we operate, whilst never compromising on the quality of our work.

Engaging with residents and building relationships with other key stakeholders close to our sites is an essential consideration across the business.

We aim to be as creative as possible in the ways in which we connect with the local community, an approach we have taken for more than 50 years.

For example, across the past 12 months, we have thrown our support behind two museums in the shape of the Royal Welch Fusiliers and the Menai Bridge Community Trust's facility that promotes the history of the Suspension Bridge and Britannia Bridge.

We've also entered into a strategic three-year partnership with the Anglesey Show, as well as supported a number of charitable causes from North Wales Cave Rescue Organisation to Vale of Clwyd Mind's Denbighshire Outreach Rural Information Service.

That is in addition to backing sports, including Denbigh & District Amateur Boxing Club, Penrhyn Bay under-8s and Denbigh Town Ladies football sides, the Arthur Bebbington Twin Piers 10km, and Stewartry Sharkettes rugby teams.

We've also worked in partnership with the North Wales Police Rural Crime team as it bids to tackle plant and machinery theft, which is estimated at £1million each week.

Officers have taken part in our plant familiarisation and moving course to help them better understand the concept and dangers of items of plant.

Safety of the public and our staff is another area that we never compromise on, illustrated by being granted the order of distinction by the Royal Society for the Prevention of Accidents (RoSPA) after achieving 16 consecutive gold honours.

Furthermore, we embrace our heritage and have significant numbers of first-language Welsh speakers within the company.

As outlined in our Polisi Iaith Gymraeg (Welsh Language Policy) the use of Welsh and English is interchangeable within the workplace, and any individual wishing to learn Welsh is supported and encouraged by colleagues as well.





Paul Senior, CCS monitor on the Penrhyn Bay coastal defence scheme, said: *"Jones Bros is clearly committed to all the elements required to be a considerate constructor; prioritising the community and environment, as well as caring for its workforce, with many directly employed by the firm after joining as apprentices."*

Environmental

Jones Bros is committed to minimising the energy it uses in conducting its business and striving to achieve net zero by 2050.

We are progressively endeavouring to achieve this by ensuring that energy efficiency is considered at every stage of our operations.

It is our intention to continuously improve energy performance by:

- Ensuring we meet our legal and compliance obligations regarding energy consumption, efficiency, and reporting
- Planning and working towards a 25% reduction in carbon emissions as per our five-year carbon reduction plan commencing in 2020
- Committing to the UK and construction industry ambitions to be carbon net zero by 2050
- Ensuring sufficient information and resources are made available to achieve the targets and objectives
- Investing in future hybrid, electric, and hydrogen fuel and technologies to power our fleet of plant and road vehicles
- Using telematic data to raise awareness, to reduce idle time and improve fleet efficiency
- Procuring energy-efficient products and services
- Increasing our renewable energy infrastructure at permanent sites where practical
- Sourcing energy for our permanent and temporary sites from renewable sources where practical
- Nominating energy champions at all our permanent offices and projects in excess of £1 million and/or a duration of 20 weeks or more
- Increasing carbon literacy across the workforce and ensuring our workforce understand how to minimise energy use and emissions whilst carrying out their roles
- Sharing our policy and commitment to energy and carbon reduction with our stakeholders
- Reviewing the company's performance at regular intervals
- Communicating and promoting this policy to all levels of the company

Significant investment in our plant during the past 18 months has reaffirmed our desire to constantly develop.

New hybrid HB365LC-11s excavators have helped save around 19 per cent in actual working hours, equating to more than six litres per 60 minutes.

D85PXi-18 bulldozers have also increased efficiency and reduced fuel burn by increasing productivity and accuracy thanks to an intelligent GPS system.

Our team is also lending its expertise in the field to others with Tony Murphy helping shape the future of marine renewable energy.

The head of business management support was part of an expert panel at the annual Marine Energy Wales conference, which discussed securing a future Welsh workforce to deliver and maintain the pipeline of renewable projects across the UK.

Project Spotlights

Dogger Bank

A milestone was achieved at the world's largest offshore wind farm, Dogger Bank, as our work energised one of the scheduled 277 13MW turbines to begin generating power.

We installed almost 77 miles of underground onshore high voltage direct current (HVDC) and 15 miles of high voltage alternating current (HVAC) to connect the first two phases of the project, Dogger Bank A and B, to the national grid.

Our activity also included installing more than six kilometres of HVAC cable from the converter station to the Creyke Beck electricity substation for the initial stage of the development.

Each rotation of just one turbine situated off the coast of Yorkshire in the North Sea, will power an average home for two days, with 6m British homes set to receive clean energy annually once the project is completed.

Penrhyn Bay

We became the first company to successfully relocate an entire shore-sized habitat of honeycomb reef worm as part of our work on the multi-million-pound coastal defence scheme in Penrhyn Bay.

In what is thought to be a world first, we saved a large section of Sabellaria alveolata habitat after laying down around 1,000 tonnes of beach material to form the foundations.

Enlisting the support of CloudBase Productions Ltd, we rehomed slabs of honeycomb worm, which were delicately extracted from under the footprint of the new groyne, driven directly to their new habitat, and positioned carefully to preserve their original orientation and structure.

The Penrhyn Bay project was also rated 'excellent' for its site practices by the Considerate Constructors Scheme (CCS).

We received 15 – a perfect score – in both the 'respect the community' and 'value their workforce' categories, as well as averaging 14.5 for 'care for the environment' across two independent CCS visits.

Work in Scotland

Our activity in Scotland remains key to operations.

Completing all balance of plant activity, including the creation of a 10km access track, 15 turbine foundations, and a substation building, as well as electrical cabling works, allowed Benbrack Wind Farm to put plans in place for turbine delivery.

This builds on our work on Kennoxhead Wind Farm phase one, which is a 13-turbine development in Scotland that will generate enough electricity to power 64,000 homes.

Activity in South Lanarkshire included the design and construction of the turbine foundations, the 24-metre Glespin Bridge, the substation building, and 25km of trenches for cabling.

Our Scotland-based team of more than 30 people also upgraded 5km of public road and 8km of existing site tracks, as well as created 10km of new access paths.

We are also the principal contractor for the £300 million 49-turbine North Kyle Wind Farm near Dalmellington, Scotland, which will have the capacity to power more than 160,000 households.





Denbigh and District ABC head coach Tony Murphy, who is head of business management support at Jones Bros, said: *"Jones Bros is always looking to support the community by enhancing the quality of life, and its contribution to our success is pivotal, with its backing an absolute gamechanger for us."*

Social

Jones Bros is committed to actively upholding social values and providing positive opportunities to all. From employee relations and diversity, to working conditions, local communities, health and safety, and conflict, we are always striving for ways to improve on an already impressive track record.

Careers

We continue to run apprenticeships, with many of our senior managers having started out as apprentices or in a trainee role. We have recruited hundreds of apprentices over the years.

Indeed, we have reaffirmed our commitment to young people by launching an operative training scheme in response to the Welsh Government's decision to cease funding for the level two apprenticeship and transition to the level three framework.

The level two apprenticeship provided career opportunities for those seeking practical and hands-on work, with us recruiting more than 300 people across the last decade.

Aimed at ensuring youngsters still have that route into civil engineering, the operative training scheme is a 15-month contract that kicks off with health, safety, and environmental training.

This is followed by Construction Plant Competence Scheme (CPCS) standard instruction on plant including forward tipping dumpers, ride on rollers, tractors, telehandlers, and articulated dump trucks.

Once completed, the employee will be issued with a CPCS red card in the categories in which they have been trained and tested ahead of further competency preparation prior to going out on site.

Our commitment to nurturing the future of the industry took another giant step forward thanks to eye-catching improvements to our higher apprenticeship scheme.

For the first time, we are running a full degree apprenticeship which includes a BEng (Hons) in civil engineering or a BSc (Hons) in quantity surveying.

Nine new faces joined Jones Bros on 1 October for three weeks of work experience before starting their studies at Coleg Cambria, which has partnered with Wrexham University.

Seven of the intake are part of the civil engineering programme, with those apprentices attending a 10-week block of college-based learning each year, whilst the duo of quantity surveyors will be in the classroom one day per week.

We also start giving budding civil engineers of the future a glimpse into the industry at an even earlier stage of life with the Build a Bridge Challenge.

An enlightening and hands-on experience designed to captivate individuals of all ages, the task helps foster an interest in science, technology, engineering, and mathematics (STEM).

Participants are given the opportunity to construct a 13-metre cable-stayed suspension bridge, which each member is invited to cross once building has been completed.

Aimed principally at primary and secondary school pupils, the process develops teamwork, creativity, and practical problem-solving skills.

Indeed, our chairman Huw Jones MBE was recognised at a special 10 Downing Street reception in honour of his services to providing training to young people.

We also continue to show dedication to the armed forces after signing the covenant in 2022.

Jonathan Dennehy, a British Army veteran, arrived at Ty Glyn as quality and business improvement manager after a varied 24-year career that saw him tour Afghanistan, Kosovo, and Bosnia amongst others.

Community

Community engagement is crucial for any project we deliver, and tidal energy scheme Morlais in Anglesey was no different.

Whilst work was taking place at Parc Cybi, we had a compound and site office based at Holyhead Hotspur Football Club.

Determined to leave a legacy in the area, Holyhead Hotspur FC has benefited from:

- The installation of new goal posts on the junior's pitch
- Sponsorship of first-team training kit
- Refreshed disability parking bays marking
- Portable appliance testing (PAT) of electrical equipment
- Repairs to security fencing and fitting of new gates

Holyhead Leisure Centre was also boosted by the construction of planters, which are used by a dementia group to install flowers and shrubs, whilst banners promoting swimming lessons were purchased and displayed on Jones Bros fences.

Nearby agricultural holdings have been supported with teams from Jones Bros carrying out improvements that include the enhancement or reconstruction of boundary walls, replacing dilapidated gates, erecting temporary fences for horses, and providing hardcore for access track maintenance.

In addition, there was also a three-figure donation to the RNLI with money raised following a site football World Cup sweepstake.

We have also provided various support, including:

- A donation towards the purchase of a rock exotica vortex tripod set to help North Wales Cave Rescue Organisation (NWCRO) continue to preserve and protect humans and animals injured or stranded
- Providing important machinery for Denbigh High School's appearance at the F1 in Schools World Finals in Saudi Arabia
- Supporting Denbigh & District Amateur Boxing Club with transport to the Welsh Boxing Novice Championships in South Wales
- Sponsoring Denbigh Town Ladies FC's new home, away, and training kits
- Provided new fit-for-purpose training wear for 50 volunteer Ruthin Rugby Club coaches, who oversee 18 male and female squads, aged from under-7s to adult groups
- Assisting Menai Bridge Community Heritage Trust's annual target of £5,000 to remain in operation and preserve Welsh heritage and inspire the next generation of engineers
- Helping to keep the wheels of the Vale of Clwyd Mind's Denbighshire Outreach Rural Information Service (D.O.R.I.S) turning
- Backing a Scottish international powerchair football player to compete for his country with the sport not fully funded
- Providing materials, worth four figures, to help improve Rankinston Community football pitch in East Ayrshire

This activity helped Morlais secure the Community Engagement honour at the ICE Wales Cymru 2024 Awards.

That success made it a hat-trick of trophies, with Morlais also picking up the Climate Action accolade and Infrastructure Project of the Year prize at the Constructing Excellence in Wales Awards.





Julia Small, achievements director at RoSPA, said: *"We congratulate Jones Bros Civil Engineering UK for winning a prestigious RoSPA Award and showing an unwavering commitment to keeping employees, clients, and customers safe from accidental harm and injury."*

Governance

A company's reputation is built on how it conducts itself. We aim to ensure our actions, as well as those that work for and alongside us, align with our principles.

We strive to do the right thing daily, with health and safety being our most important value.

This is emphasised by the fact that we were granted the order of distinction by the Royal Society for the Prevention of Accidents (RoSPA) after achieving 16 consecutive gold honours.

The RoSPA health and safety awards are one of the most prominent and recognised schemes in the world with almost 2,000 entries every year from 50 countries and a reach of more than 7 million employees.

In addition, we have a steadfast commitment to mental health and wellbeing, highlighted by our use of services from Mates in Mind (MiM).

The leading mental health charity raises awareness and facilitates conversations around wellbeing in the workplace.

As part of our ongoing efforts to create a supportive work environment, we undertook an assessment that secured a best possible 'sustainable' ranking.

This indicates a consistent approach to how the mental health of people is being managed, reflecting a more mature and embedded approach that is clearly communicated and reported to necessary stakeholders.

Subsequently, we were highly recommended in the Best Workplace Mental Health Team Award by MiM as part of men's health week.

Mental health is high on the agenda for us as a company, with a number of staff now qualified mental health first aiders.

This is just one of the training courses we provide, with a variety available depending on circumstances. For example, we have run two defibrillator training sessions in recent months to enhance the ability to make a difference in critical situations.

Key accreditations and memberships we have secured include:

- UKAS, BM TRADA – ISO 45001:2018 Occupational Health Safety Management System & SSIP certificate
- UKAS, BM TRADA ISO 9001:2015 Quality Management System and NHSS16 certificate
- UKAS, BM TRADA, ISO 14001:2015 Environmental Management System certificate
- UKAS, BM TRADA, ISO 50001:2018 Energy Management System certificate
- Achilles UVDB/Verify, Supplier No: 00024491
- Royal Society for the Prevention of Accidents (RoSPA)
- Constructionline Member
- Institution of Civil Engineers (Professional membership of individuals and accredited training centre)
- EcoVadis – Corporate Social Responsibility (CSR)
- Mates in Mind
- Cyber Essentials certified

For a full list, please visit **jones-bros.com**

Lost Time Incident (LTI)

By adhering to the highest standards, we have celebrated a major milestone.

Some 500 days or 500,000 hours have been worked on-site without an LTI as part of the North Kyle Wind Farm scheme, a £300 million 49-turbine project near Dalmellington, Scotland.

An LTI is an injury sustained by an employee that leads to a loss of productive work time, meaning they are unable to perform regular duties.

With up to 250 people on site at any one time, we utilised our 'Together Safer' culture to ensure a positive and proactive approach to health and safety by all personnel and contractors.

The initiative allows the workforce to openly challenge any person who has performed, or may be about to carry out, an unsafe act or procedure, with the collective coming together to find solutions to discourage poor behaviours and choices.

This has been reinforced in conjunction with the client, Brockwell Energy, which has actively encouraged positive intervention and Incident Prevention Card (IPC) reporting through joint incentive schemes.





Staff Profiles

Casey Parry
Graduate Health and Safety Advisor

Casey helps ensure compliance with safety standards on Jones Bros project sites across the UK, supporting the wider HSE team, project managers, and supervisors to promote a safety-first culture.

On a day-to-day basis, Casey is tasked with updating risk assessments and providing guidance to team members on safe practices. There is also a requirement to analyse inspection data and incident reports – including any actions raised, assist investigations, and track key
safety metrics.

The role also involves liaising with operational staff, HR, and occasional external auditors and inspectors to ensure safety compliance and continuous improvement.

With that in mind, Jones Bros has recently launched initiatives to enhance safety reporting and real-time monitoring. One notable example is the HSE Incentive Scheme, which rewards sites that meet or exceed standards.

Casey said: *"Our role is essential to preventing accidents, ensuring legal compliance, and protecting employee wellbeing. A strong HSE culture is also crucial to securing client trust and contract renewals.*

"It's vital therefore for project teams to buy into the ethos, because when everyone is committed to safety, the risk of accidents decreases.

"This unity is important for operational efficiency, reputation, and, most importantly, for everyone's wellbeing."

Beatrice Harkin
Senior Content Writer and Stakeholder Co ordinator



Beatrice's role within the design and construction team certainly has a wide range of variety, encompassing the social aspect of ESG and much more.

Whether that be reviewing and producing technical submissions, creating CVs, case studies, and pre-qualification questionnaires, to website activity, award submissions, and a role as public liaison officer (PLO), it's a diverse job description.

Beatrice has carried out PLO duties in Llanberis, Penrhyn Bay, and most recently, Kinmel Bay, with school visits, poster competitions, newsletters, and information cabin set-up on the agenda.

Attendance at job fairs in Llandudno and Colwyn Bay and community events for Newbridge Road, are also key parts of her role.

Beatrice said: *"It is important to interact with the community. We are passionate about inspiring the next generation and providing benefits to the local communities we work within.*

"In addition, residents are interested when there are works happening in the area so it is important to provide information surrounding the projects and to answer any questions or concerns that individuals may have.

"It is also great to interact with local schools and attend events, as young people aren't always aware of civil engineering as a career choice and the different options available to them.

"One key theme is that children are very interested in the works and the plant in operation when attending site visits, and we as a company are more than happy to answer any questions and broaden their knowledge of the sector."

Sam Higgitt
Environment Manager



With close to 20 years of experience in the field, Sam is finding that the spotlight on the environmental impact of projects shines brighter than ever.

The specialist in waste regulation, water resources management, and incident management, helps coordinate all environmental aspects of delivery.

This includes surveys and reports, where a risk-based approach and his knowledge of both the area and local stakeholders combine to come up with solutions that balance environmental requirements with engineering, budget, and programming needs.

It is an area that Sam has seen evolve during close to two decades in the sector.

Sam said: *"Clients are looking at the environmental impact of their work with greater significance than previously.*

"With topics such as global warming and the push for net zero high on the agenda, the environmental aspect of every job is gaining importance over time, and we have full-time support on many of our larger projects.

"At Jones Bros, the habitat in which we work has always been important in terms of protecting and enhancing it, so the shift has been a positive one for us.

"It's great to get out to the various sites, liaise with the teams, and see the fine work that is being done."



Here are some of the eye-catching facts and figures associated with our projects and dedication to improve.

Did you know?

As a company, we've:

- Recruited more than 300 people across the last decade on to the level two apprenticeship
- Launched an operative training scheme, on which are 26 young people, in reaction to the Welsh Government's decision to cease funding for the level two apprenticeship and transition to the level three framework
- Enrolled nine new faces on to our higher apprenticeship scheme, which now includes a BEng (Hons) in civil engineering or a BSc (Hons) in quantity surveying
- Been granted the order of distinction by the Royal Society for the Prevention of Accidents (RoSPA) after achieving 16 consecutive gold honours
- Delivered more than 575,000m² of land restoration for various FCC Environment schemes such as woodland planting, as well as agricultural and amenity grassland, with a further 400,000m² anticipated during the framework extension
- Hit a significant milestone by reaching 500,000 hours without recording a single lost time incident (LTI) at North Kyle Wind Farm
- Utilised local suppliers and subcontractors with more than 20 North Wales-based companies engaged during our work on Morlais
- In what is thought to be a world first, we relocated an entire shore-sized habitat of honeycomb reef worm as part of work on the Penrhyn Bay coastal defence scheme

The multi-million-pound Vita Nova Centre

- Played a key role in the build of a 100 per cent carbon neutral operations centre, which is the home of Brit European Group in Middlewich, Cheshire
- Our team used a cement stabilisation design to help remove 600 vehicle movements to import stone and remove soil, as well as fitted tanks to harvest rain, facilitating an 85 per cent reduction in water
- Provided ducting for the installation of vertical turbines to generate wind power, and during the 10-month construction period, fuel consumption was reduced by more than 50 per cent with the use of solar powe generators

Uskmouth

- Approximately 74,000m³ of aggregate was imported by rail, playing a key role in an expected reduction in road transportation across construction activity by 230,000 miles
- As part of the ecological enhancement plan, that includes creating a sustainable energy park, new fencing will be installed and landscaping carried out to help make it more appealing to wildlife such as otters and water voles
- The project uses existing infrastructure such as the grid connection, industrial water supplies, and railway access to deliver key components

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