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## INTRODUCTION

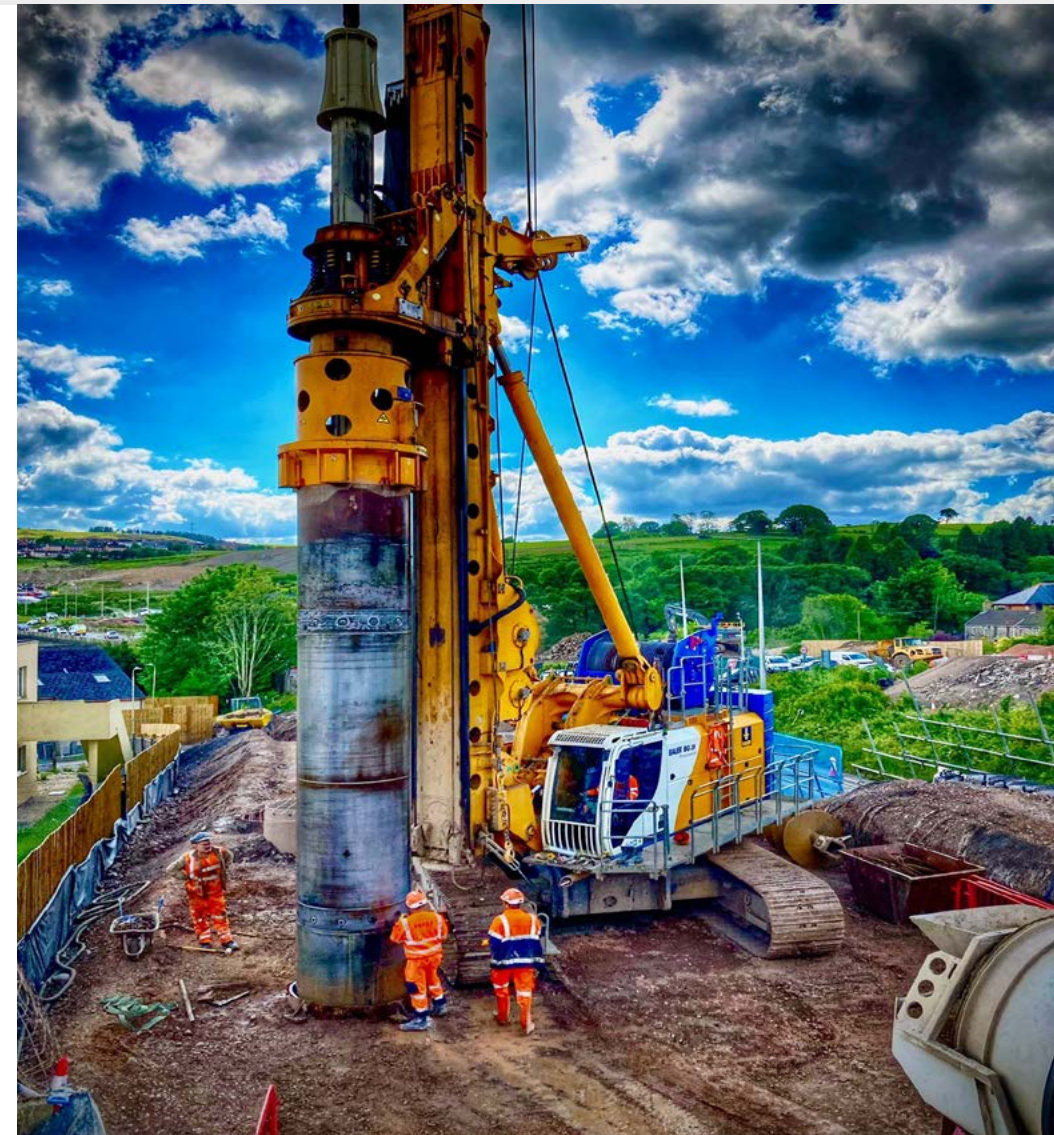
**Bauer Technologies ensures transparency and openness in relation to its business activities – Health & Safety, Environmental, Quality, Compliance and Sustainability.**

The information included in this document is to demonstrate Bauer's commitment to these causes and to make improvements for the future.

Bauer Technologies, a subsidiary of BAUER Spezialtiefbau GmbH, undertakes design, construction and testing of piling, foundations and other specialist or related geotechnical works across the UK.

### Principal Objectives:

- Demonstrate commitment to comply with all relevant legislation, regulations and other relevant requirements that apply to our operations
- Ensure through the training of staff and comprehensive risk assessment that all reasonably practicable steps are taken to establish and maintain safe places of work, to protect the environment and to deliver quality service and product, eliminate hazards and reduce occupational health and safety risks
- Communicate Bauer standards to our employees, suppliers and sub-contractors
- Communicate with Bauer's clients to understand their requirements and provide a quality of service that exceeds their expectations
- Comply with the specific requirements of specialist sectors such as Rail, Aviation, Highways, Energy, Petrochemical and Nuclear Industries
- Identify the most significant environmental aspects of Bauer's operations, implement control measures that minimise their impact, reduce waste, conserve natural resources, and prevent pollution
- Promote an awareness for the need for sustainable development
- Monitor, measure, and review performance regularly to enable continuous improvement



## BUSINESS AND OPERATIONAL REVIEW

**2023 was a good year for the business, exceeding planned revenues and profitability. Bauer carried over a number of projects from 2022 and added to these new project awards for 2023.**

Revenue for 2023 was £52.3m, an increase of 57% on the 2022 figure. Profit, which was £4.3m, shows an increase of 385% on the figure for 2022.

Bauer Technologies has assessed that the following Key Performance Indicators (KPI's) are the most effective measures of progress towards achieving the 2024 target for the business.

- Gross return on sales - gross profit as a percentage of sales revenue
- Net return on sales - profit before tax as a percentage of sales revenue
- Organic sales growth - year on year increase in sales revenue
- Free cash flow - cash generated from operations less tax and interest paid

Operationally, Bauer performed all projects well and without any significant HSE issues during 2023. This is a testament to the hard work and dedication of our team and demonstrates the robustness of Bauer's strategic decision making.





## ACCREDITATION AND QUALITY

### WE ARE PLEASED TO BE MOVING INTO 2024 – AND BEYOND – WITH SUSTAINABILITY REMAINING HIGH ON OUR AGENDA

**Bauer continues to be certified in the following ISO 9001, ISO 45001, ISO 14001 and in addition BES 6001 “Responsible Sourcing for Construction Products.”**

To date, Bauer Technologies is the only geotechnical contractor accredited to BES 6001. The standard covers elements of Environmental Social Governance (ESG) / Corporate Social Responsibility (CSR) which ranges from biodiversity to apprentices.

#### **The BES 6001 Certification - Helping the Sector**

This certification will enable Bauer’s clients to secure additional BREEAM credits for their projects. BREEAM is the world’s first and leading assessment method for sustainable buildings, its principal output being a BREEAM rating. The more credits a project has, the better the BREEAM rating.

Bauer Technologies is listed on BRE Global’s GreenBook Live directory of approved environmental products and services, which means that clients can obtain Bauer’s sustainability credentials quickly, easily, and confidently.

Bauer Technologies has long been sourcing materials in a sustainable manner, the path to demonstrating its approach to sustainable materials sourcing has been a challenging and lengthy process.

TO PROMOTE  
BAUER’S VALUES  
OF CUSTOMER  
CARE, INTEGRITY  
AND QUALITY

Bauer continue to retain high standards and expectations around leadership, team management and general conduct. All customer satisfaction surveys for 2023 yielded a score between 7 - 10, which equates from satisfactory to outstanding performance. The plan is for the company to increase its scores, year on year.

TO MEASURE,  
MONITOR AND SET  
TARGETS ON QUALITY  
KPI’s

**Monitor Non-Conformances:** Non-conformances are recorded in line with Bauer’s quality procedures. The project management team ensures all non-conformances are recorded and actioned. 2023 saw 65 non-conformances. For 2024 the business has set targets to maintain 5% of non-conformances against piles installed.

**Improve Business Performance:** Conduct internal audits. Audits are delegated to trained internal auditors through detailed audit plans. 2023 saw 8 completed audits.



## HEALTH, SAFETY AND WELLBEING

**Bauer Technologies is committed to ensuring that the safety and health of its employees is not affected by the work they undertake; this is demonstrated in our robust policies and procedures.**

Bauer's staff enjoy monthly themed breakfasts and (evening) social gatherings, which provide an opportunity for employees to interact with colleagues that they may not see on a regular basis.

### KEY FEATURES:

**Accident Incident Rate Down by 100%**



**15 Qualified Mental Health First Aiders**



**18 First Aiders**



**Wellbeing Awareness to All Staff**



**Supporter of Mates in Mind**



### OUR COMMITMENTS, PROGRESS & PLANS

#### To Reduce Incidents

- Working hours up 12.53% (2022), 321,496 hrs (2023)
- Average no. of staff up 22.79% (2022), 167 (2023)
- RIDDORS down 100% (2022), 1 to 0 (2023)
- Lost Time Injuries up 100% (2022), 0 to 1 (2023)
- Accident Incident Rate down 100% (2022), 0.35, to 0.00 (2023)
- Lost Time Frequency Rate up 100% (2022), 0.00 to 0.31 (2023)
- We will continue to reduce incidents

#### To Measure, Monitor and Set Targets on Health and Safety KPI's

- Improve Supplier Surveillance Audits: All key suppliers have been visited within a 12-month period, where live on projects
- Increase Observation Cards Received, objective: 1 observation cards per 1000 hours worked, for 2023 we received 322 cards. 1 card every 998 hours worked, which exceeded the objective

#### Creating a Safe & Healthy Workplace. Physical and Mental Health of Employees Valued Equally

- A comprehensive package to support our staff and their families.
- Wellbeing payment
- Health Assured
- Help@Hand by Unum
- Westfield Health



## ENVIRONMENTAL RESPONSIBILITY

Bauer Technologies is committed to the protection of the environment and biodiversity. As a subsidiary of BAUER Spezialtiefbau GmbH, Bauer Technologies embrace new developments from its parent company, to reduce the impact on site activities. With an integrated group structure, Bauer Technologies endeavours to achieve the highest standards, and strives to be a market leader in sustainability.

### OUR COMMITMENTS, PROGRESS & PLANS

#### To Reduce Incidents

- Zero environmental prosecutions; this to continue year on year
- 3 environmental incidents for 2023, this figure to be reduced year on year

#### To, Measure, Monitor and Set Targets on Environmental KPI's

- **Monitor Concrete Usage on Site:** During Bauer's working operations it is understood that concrete wastage is inevitable and unavoidable. The aim is to identify and reduce the amount of concrete wastage on all project sites. Our team calculate concrete from contract BOQ to actual, and take note of contract changes ie: changes in design increase or decrease of materials, plus any unexpected ground areas different from localised boreholes
- **Increase Awareness of Environmental Matters:** Increasing awareness of environmental subjects across the business will provide greater awareness to all persons working for Bauer Technologies. This in turn will reduce the likelihood of environmental incidents occurring, whilst ensuring the business is more proactive. 2024 will see more targeted training, leading to formal qualifications for staff and operatives, and additional environmental toolbox talks delivered on Bauer's project sites





## ENVIRONMENTAL RESPONSIBILITY

**We are working to reduce our carbon emissions to work towards the global temperature rise below 1.5° Celsius as per the Paris Agreement**

Our Emissions Explained

**SCOPE 1**  
**1077t CO<sub>2</sub>e**

**Direct Emissions** from Bauer's activities under its financial control - namely fuel & oil use

**SCOPE 3**  
**33987t CO<sub>2</sub>e**

**All Other Indirect Emissions** from Bauer's activities, where data is collected, but not always under the control of the business, are listed below:

- Employees Commute
- Business Accommodations
- Fuel & Electric (up stream)
- Transport (materials & waste)
- Water Use and Processing
- Business Travel
- Material Processing (steel & concrete)
- Waste Processing
- Home Working

### OUR EMISSION COMMITMENTS, PROGRESS & PLANS

#### **SCOPE 1** **Switching Fossil Fuels to Low Carbon Alternative**

To increase year on year the supply of certified, ethically sourced hydrotreated vegetable oil (HVO). Based on Scope 1 CO<sub>2</sub>e figures, Bauer could potentially make a carbon saving of over a 1000t on the use of HVO over the next few years.

#### **Using Less Fuel**

Bauer's piling rigs are new and are manufactured by Bauer Machine and are European Standard Emissions Compliant and fuel efficient, thus reducing fuel requirements. No idling, plant operator tool box to be implemented.

#### **SCOPE 2** **Switch to Renewable Energy at Bauer's Head Office**

By 2025 Bauer's head offices will run entirely on renewable energy, this will sufficiently reduce our Scope 2 emissions.

#### **SCOPE 3** **Reduce Carbon Emissions by...**

- ...generating less site waste - *through smarter procurement decisions*
- ...making less site mistakes and non-conformances - *specific procedure training*
- ...reducing the volume of materials consumed - *training in responsible sourcing*
- ...less site packaging - *suppliers take back packaging and pallets*
- ...using lowest carbon concrete mixes - *as applicable to the application*
- ...using steel reinforcement with highest proportion of recycled content
- ...using supply chain partners local to project sites
- ...using solar/electric/hybrid site plant - *where possible and practical*
- ...staff cycling/walking/using public transport/vehicle sharing to & from the office
- ...using accommodation for site staff near to the project location
- ...using alternative meeting methods to avoid travelling
- ...staff working from home - *as and when appropriate*
- ...management raising awareness of decisions impacting on journey to net zero
- ...smart design and early involvement in projects to influence foundation scheme



## ENVIRONMENTAL RESPONSIBILITY

### BAUER TECHNOLOGIES FUTURE CARBON REDUCTION INITIATIVES

Future plans for Bauer Technologies to implement additional sustainability measures are listed below, all of which will continue to drive down carbon emissions. However, a number of these will be dependent on the innovation within Bauer's supply chain and its clients.

- Client, early intervention during design phase
  - Transition to electric/hydrogen rigs and cranes
  - Lower to zero carbon concrete
  - Adoption of a greater proportion of alternative geotechnical techniques which are sustainable in terms of reducing materials and waste.
- More information or case studies on these techniques can be provided upon request.

GEOHEAT  
STORAGE



NOISE  
REDUCTION



RESOURCE  
EFFICIENT MIP



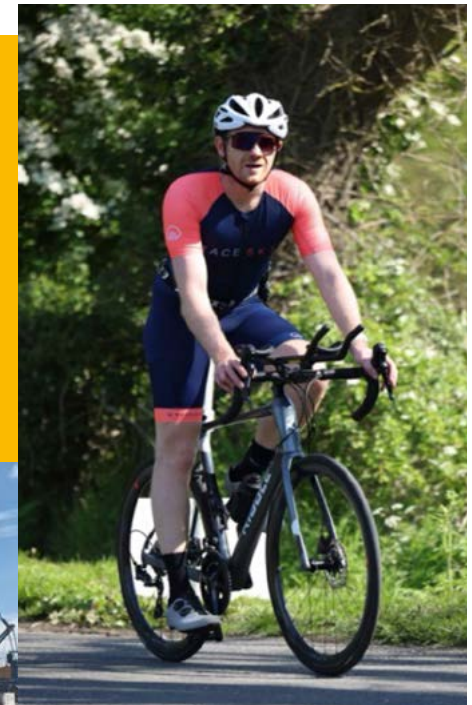
## ENVIRONMENTAL RESPONSIBILITY

**Transport Impact:** consists of Bauer's small fleet, employee commutes, and supplier deliveries. By implementing the Fleet Operator Recognition Scheme (FORS) accreditation, Bauer can effectively manage and reduce these impacts.

The company's small fleet of three vehicles contributes to carbon emissions, fuel consumption, and operational costs. Bauer's management systems helps improve the following:

- Regular vehicle maintenance
- Driver training
- Fuel usage monitoring, leading to reduced emissions and enhanced fuel efficiency

Employee commutes represent another significant transportation impact. Bauer encourage alternative commuting options, such as car share, public transportation, cycling and walking, all of which can significantly reduce the environmental footprint of the business. Bauer provide secure bike storage, and offer flexible working arrangements, including remote working, this decreases commute frequency and reduces overall transportation impacts. Suppliers delivering materials to Bauer's project sites contribute to emissions and traffic congestion, particularly if suppliers are located far from the sites. By working with local suppliers, Bauer can minimise travel distances and associated emissions. Bauer follows the principal contractors project transport plans; this usually consists of diverting site traffic away from residential areas, thus, reducing noise and pollution. A number of Bauer's suppliers deliver materials on vehicles which run on electric or HVO, it is envisaged that the use of these vehicles will increase over time.





## ENVIRONMENTAL RESPONSIBILITY

**Biodiversity is the variety of life and processes, it's diverse of organisms, ecosystems and communities.**

Due to business expansion in 2019, Bauer Technologies required new office space, with outdoor space. The premises had to be in the same area as the previous premises, to eliminate additional travel for employees.

The property selected is located on the River Stort. The Stort is 13.8 mile river, running past watermills and flowing through the Hertfordshire countryside. The river and banks are rich with wildlife, fauna and flora, the ecosystems are abundant and delicate. On sunny days Bauer's employees sit by the river during their lunch period and are often seen feeding birds.

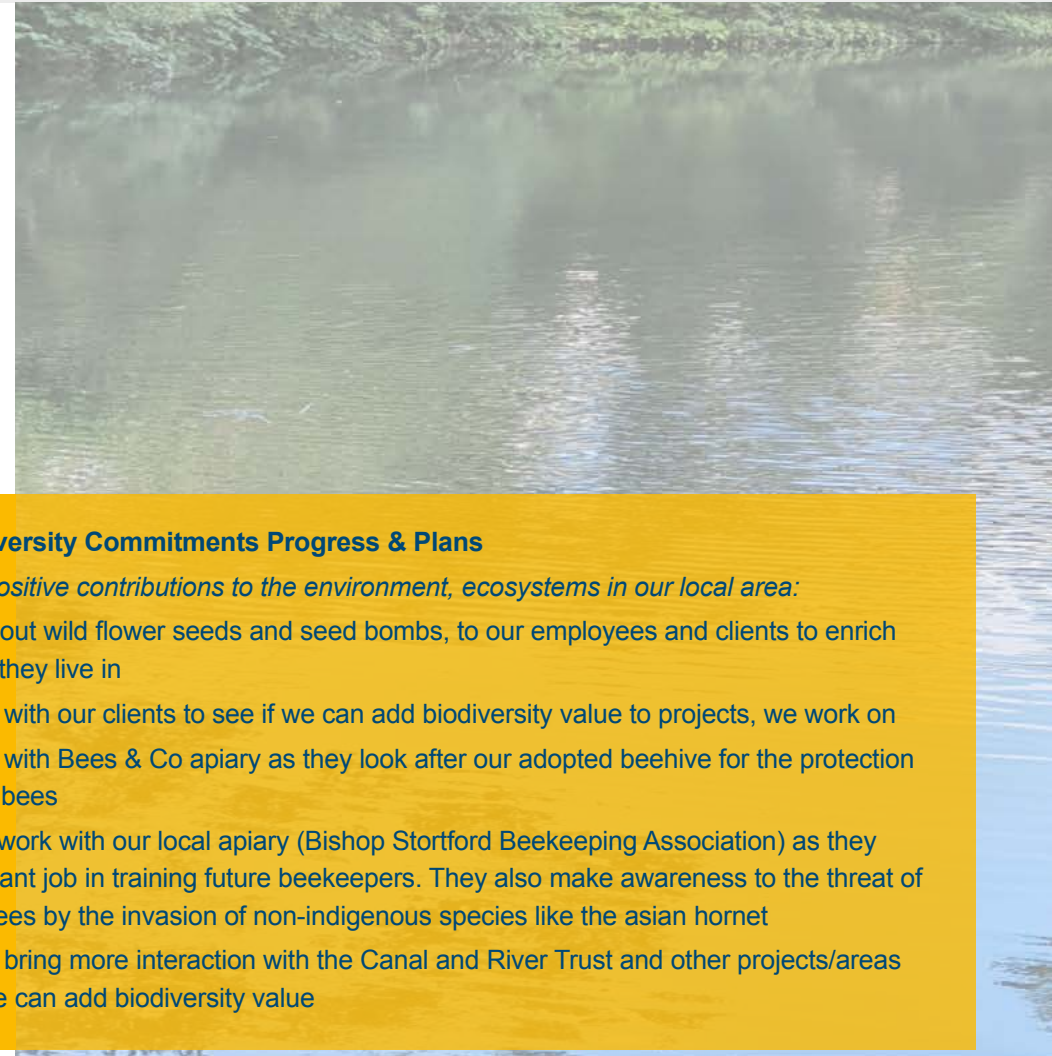
On the small section of the river where Bauer's office is situated, our staff have become the guardians of the Stort, if any member of our team observes anything that poses harm or threat to the river and surrounding wildlife, fauna and flora, it is reported to the Canal and River Trust. To date, several dumped bicycles have been reported and removed.

### LAND & WATERWAYS

#### Our Biodiversity Commitments Progress & Plans

*To make positive contributions to the environment, ecosystems in our local area:*

- We handout wild flower seeds and seed bombs, to our employees and clients to enrich the area they live in
- We work with our clients to see if we can add biodiversity value to projects, we work on
- We work with Bees & Co apiary as they look after our adopted beehive for the protection of native bees
- We also work with our local apiary (Bishop Stortford Beekeeping Association) as they do a brilliant job in training future beekeepers. They also make awareness to the threat of native bees by the invasion of non-indigenous species like the asian hornet
- 2024 will bring more interaction with the Canal and River Trust and other projects/areas where we can add biodiversity value



## ENVIRONMENTAL RESPONSIBILITY

### WATER AND WASTE

**Reducing water and waste in construction is crucial for sustainability and cost efficiency. Implementing water-saving technologies, such as low-flow faucets and flush and recycling systems for concrete washout, can significantly decrease water usage.**

Utilising prefabricated materials, ensuring precise material purchased and reducing on-site errors. Reusing and recycling construction debris, such as metal, wood and concrete, not only reduces waste but lowers disposal costs. Emphasising waste management plans and training workers on sustainable practices fosters a culture of conservation.

Selecting sustainable materials, such as recycled steel and reclaimed wood, further reduces environmental impact. Adopting these practices not only conserves resources but enhances the project's environmental footprint, contributing to greener building practices and long-term economic savings. In turn, these efforts support broader environmental goals, aligning the construction industry with global sustainability targets.

#### OUR COMMITMENTS, PROGRESS & PLANS

TO REDUCE WATER  
WHERE POSSIBLE

TO REDUCE WASTE  
WHERE WE CAN AS  
PER WASTE  
MANAGEMENT  
HIERARCHY

TO INCREASING  
TRAINING



- The existing WC facilities have been changed to water-saving flushing toilets. The average water use for the year is 52m<sup>3</sup>
- Water on projects is used for grouting, cleaning and support fluid, all water on site is under the financial control of the principal contractor. 1552m<sup>3</sup> water was used across all projects during 2023
- Bauer collaborate with the Principal Contractor to save mains water where possible, this can be done by harvesting rainwater
- During 2023 all soil arisings produced from site works, under the financial control of the principal contractor, were reused on site. There could be a reduction on arisings using diffident ground improvement techniques; however, this would require early contractor involvement and agreement regarding suitability
- Bauer was responsible for waste concrete, metals, timber, mixed and general waste in one project in 2023. The waste generated, 31.5t; 95.7%, was recycled, 4.3% going to landfill. Bauer's hazardous waste was 3.2t, involving oil, filters, absorbents, carriers and concrete washout. All removals of waste were by an ethical licenced specialist.
- Bauer provided 14hrs of training on water, waste (materials) reduction, which will be increased by 15% during the next 12 months



## RESOURCE USE AND THE CIRCULAR ECONOMY

### IN THE PILING INDUSTRY,

**Resource use can be optimised through the principles of the circular economy, which emphasises recycling, reusing, and reducing waste.**

Traditional methods often result in substantial material waste and environmental impact. By adopting a circular approach, the industry can re-purpose old piles, use sustainable materials, and design for disassembly. This not only minimises raw material consumption and waste but lowers costs and carbon emissions. Implementing circular practices in piling projects enhances environmental sustainability, promotes economic efficiency, and aligns with global efforts to transition towards more sustainable construction practices.

#### PROJECT CASE STUDY

London based project, Bauer's contract included secant/contig piled wall, bearing piles, plunge columns and pile removal. Bauer discussed and agreed with the client to keep 17 of the existing piles in situ, and factored them into the design, instead of removing them and adding additional piles. The site is based in London's West End. A small site footprint, with tight restraints and neighbouring party walls to three sides of the site, made this an extremely challenging project. Bauer's team completed works on time and to budget, to the complete satisfaction of the main contractor.

By incorporating 17 existing piles into the design, Bauer saved the client:

- 565m<sup>3</sup> concrete
- 125t steel
- 3000ltr diesel
- 9 days on project time
- 242t CO<sub>2</sub>e

#### OUR COMMITMENTS, PROGRESS & PLANS

##### **Maximise the use of recycled and by-product material**

- 100% of Bauer's projects involved the use of between 97 to 99 percent recycled steel reinforcement. Using steel with high volumes of recycled content has reduced Bauer's need for more natural resources and lowered its carbon emissions
- Nine projects saw a total of 18 ready mix concrete designs, 11 of those mix design were high in other cementitious material, including GGBS and Limestone, using such materials has reduced the need to use more carbon intensive cement (cem1). This will also reduce the carbon emissions of the business
- Bauer can initiate retrieval schemes and reuse existing piles, depending on design and early client discussions
- The majority of Bauer's clients are advocates of recycling and reusing over spill of ready-mix concrete for pile formatting, once set, the concrete is removed from site and crushed to a 6F2 grade or similar, then reused. Clients' will also use the arisings - inert or non-hazardous - on site, as backfill or for other applications

## EMPLOYMENT, SKILLS AND EQUALITY, DIVERSITY AND INCLUSION

By investing in its workforce, Bauer believe that the skill-set and loyalty of its people will increase, and long-term relationships will be created not only with its employees, but with clients, suppliers and stakeholders. Bauer is also committed to encouraging Equality, Diversity, and Inclusion (EDI) amongst its workforce, and eliminating unlawful discrimination. The aim is for Bauer's workforce to be truly representative of all sections of society, and for each employee to feel truly respected.

**Bauer is a Disability Confident Employer.** Disability Confident is creating a movement of change, encouraging employers to think differently about disability and take action to improve how they recruit, retain and develop disabled people. Being Disability Confident is a unique opportunity to lead the way in the community.

**Bauer hold The Leaders in Diversity Award;** this incorporates the power of diversity as a force for increasing engagement, improving core business performance, increasing profits, reducing costs and enabling our people to perform at their best.

**Bauer is a member of the 5% Club**, which is committed to helping the country's growth agenda and acknowledge the importance of developing its people as an employer and playing a part in addressing youth unemployment and skills shortage and pledging to work toward having a minimum 5% of Bauer's UK workforce enrolled on formalised apprentice, sponsored student and/or graduate development schemes within five years.

- 2023 showed an increase of two new apprentices
- 100% of plant operators (whether directly employed or via an agency) will hold the appropriate card scheme (e.g. CPCs)
- 100% of employees whose skills and competencies are recognised by an industry approved scheme (e.g. CSCS) should hold the relevant card, or be working towards holding a relevant card

### KEY FIGURES

APPRENTICES

8

TRAINING HOURS

1,569





## LOCAL COMMUNITIES

Below shows a number local community engagement initiatives in which Bauer is involved, and business achievements. Bauer Technologies will always look to work with the local community and businesses, supporting them wherever possible.

### LOCAL SCHOOLS:



The Hertfordshire & Essex High School  
and Science College  
Excellence for All

*Providing students with an insight into the world of geotechnical engineering by way of:*

**Work Experience** - over 3 weeks for students of local Bishop Stortford schools. This included student engagement in all departments, from pre-construction to cost control. 6 students attended our work experience programme during 2023.

Bauer's team also conduct 8 hrs of mock interviews; giving the students experience of an interface interview with Bauer's own HR professionals. We support the students with feedback and advice of future employment interviews.

### LOCAL CHARITIES:



- **Age Concern** (The New Apton Centre) – financial contribution towards a new kitchen
- **Bishop Stortford Foodbank** - monthly contribution of food and hygiene products
- **Holly Trinity Winter Shelter** - sponsorship of a room (pod) during the winter months
- **Macmillan Cancer Support** - for every observation card submitted on Bauer's project sites, the company donates to the charity, in addition to holding a yearly coffee morning to support Macmillan

### LOCAL EMPLOYMENT:

Bauer procure locally, employing local people; where there is a requirement for agency labour, this would be sourced local to the project site, depending on skills and qualifications required.

### SOCIAL VALUE:



- Employing apprentices, graduates and local people out of work at the time of project commencement
- Engaging with local SME's
- Volunteering and supporting local community initiatives, including - tree planting; delivering presentations at schools, conducting mock-interviews with pupils, and discussing engineering topics at local SEN schools

A recent example of Bauer's community engagement initiatives, was a two-day event at a local school, which included the RNLI, local fire and police services and members of Bauer's supply chain, at which students were presented with an opportunity to learn about and interact with construction equipment and services vehicles, whilst being supervised by qualified personnel. To date, Bauer Technologies has dedicated almost 500 hours of support to community initiatives and will continue to do so during the duration of each project that the company is involved in. Bauer also helped St Columbia High School to purchase bee keeping equipment for its pupils.



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