Stakeholder Report 2024

BAUER Technologies Ltd



BAUER Technologies Ltd is committed to maintaining transparency and openness in its business practices, particularly in the areas of Health & Safety, Environmental, Quality, Compliance, and Sustainability. This document highlights Bauer's dedication to these principles and outlines our plans for future improvements.

As a subsidiary of BAUER Spezialtiefbau GmbH, Bauer Technologies specialises in the design and construction of pile foundations, and other geotechnical works throughout the United Kingdom.

Our Principal Objectives:

- **Demonstrate our commitment to adhering to all relevant legislation, regulations, and other applicable requirements**
- Ensure that all reasonably practicable measures are taken to establish and maintain safe workplaces, protect the environment, deliver quality services and products, eliminate hazards, and reduce occupational health and safety risks through staff training and comprehensive risk assessments
- **Communicate Bauer standards to our employees, suppliers, and subcontractors**
- Engage with Bauer's clients to understand their needs and provide a level 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 our operations, implement control measures to minimise their impact, reduce waste, conserve natural resources, and prevent pollution
- **Promote awareness of the importance of sustainable development**
- Regularly monitor, measure, and review performance to enable continuous improvement

Bauer Technologies specialises in the design and installation of:

- Large Dia. Bored Piles
- Large Dia. CFA Piles
- Displacement Piles
- Plunge Column Piles
- Retaining Walls (Diaphragm Walls & Pile Walls)
- Deep Soil Mixing
- Rigid Inclusions
- Stone Columns
- Vibro Compaction
- Grouting

Bauer Technologies Mission Statement 2024:
To be the UK's leading contractor, bringing competitive solutions to our clients through innovation and sustainability.



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Business & Operational Review

2024 was an exceptional year for the business and saw the successful completion of a major project in Scotland, alongside an existing major project at HS2, while still maintaining core business activities.

Our revenue was £84.1m with a profit of £4.9m, this was an increase from the 2023 figures.

After a strategic review, it was determined that the following business Key Performance Indicators (KPIs) are the most effective measures of progress towards achieving business targets for 2025.

- **Organic Sales Growth** - year on year increase in sales revenue
- **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
- **Free Cash Flow** - cash generated from operations less tax and interest paid

Operationally our team delivered projects successfully and without any significant HSE issues during 2024. This is a testament to the hard work and dedication of our people and demonstrates the robustness of Bauer's strategic decision making.



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Health, Safety & Wellbeing



Health and Safety – ISO 45001 Certification

At Bauer Technologies, the health, safety, and wellbeing of our people, partners, and the communities we work in are of paramount importance. In 2024, we successfully completed a major external audit of our Occupational Health and Safety Management System, reaffirming our ISO 45001 certification. This achievement reflects our unwavering commitment to maintaining a safe and responsible working environment across all our operations.

ISO 45001 is the internationally recognised standard for occupational health and safety, designed to prevent work-related injury and ill health while promoting a proactive safety culture. The successful outcome of the audit demonstrates the robustness of our systems, the effectiveness of our risk management processes, and the dedication of our teams to upholding the highest safety standards.

Health and safety, to us, is not just about compliance, it's about care. It means fostering a culture where safety is embedded in every decision, every action, and every project. We believe that everyone has the right to go home safe and well at the end of each day, and we take that responsibility seriously.

Looking ahead, we remain committed to continuous improvement, learning from experience, and investing in training, innovation, and leadership to ensure that health and safety remains at the heart of everything we do.

Our Commitments, Progress and Plans

- **To Reduce Incidents**

  Working Hours: up from 2023 by 55.6%, 2024 569,119 hrs

  Average No of Staff: up from 2023 by 62.8%, 2024 320

  RIDDORS: Up from 0 in 2023 to 1 in 2024

  Lost Time Injuries: Down from 1 in 2023 to 0 in 2024

  Accident Incident Rate (Rolling 12 month): Up from 0.00 in 2023 to 3.13 in 2024

  Lost Time Frequency Rate (Rolling 12 month): Down from 0.31 in 2023 to 0.17 in 2024

  We endeavour to keep our employees, subcontractors and visitors safe

- **To Measure, Monitor & Set Targets on Health & 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 is: 1 observation card per 1000 hours worked, for 2024 we received 418 cards. Unfortunately, our objective was missed by 151 observation cards

- **Creating a safe and healthy workplace where the physical and mental health of our employees are valued equally**

- We have provided a comprehensive package to support our staff and their families

  Wellbeing Payment

  Health Assured

  Help@Hand by Unum

  Westfield Health



Health, Safety & Wellbeing

Health and Safety – ISO 45001 Certification

All employees benefit from regular themed breakfasts and evening social gatherings, which offer valuable opportunities to connect with colleagues they may not interact with on a daily basis.

These events help to foster a sense of community and strengthen team cohesion across the business.

In addition, Bauer actively promotes employee wellbeing through a range of initiatives designed to support a healthy and balanced lifestyle. These include subsidised gym memberships, participation in sports activities, and other wellness-focused programmes that encourage physical activity, mental wellbeing, and social engagement.

Key Features

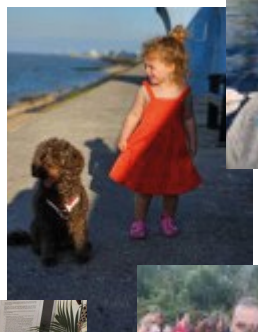
- 23 Qualified Mental Health First Aiders
- 24 First Aiders
- Wellbeing Awareness to all staff
- Supporter of Mates in Mind





















Commitment to Quality



At Bauer Technologies, quality is more than a standard - it's a core value that underpins everything we do. In 2024, we successfully underwent a major external audit of our Quality Management System, reaffirming our ISO 9001 certification.

This achievement reflects the dedication of our entire team to maintaining the highest standards in every aspect of our operations.

ISO 9001 is an internationally recognised benchmark for quality management, and our continued certification demonstrates our commitment to continuous improvement, customer satisfaction, and operational excellence.

The audit process was rigorous and comprehensive, assessing our systems, processes, and culture. Passing with such success is a testament to the strength of our procedures and the professionalism of our people.

Quality, to us, means delivering consistent, reliable outcomes for our clients while striving to exceed expectations. It means embedding a culture of accountability, innovation, and excellence across all levels of the organisation.

We believe that quality is not just about compliance - it's about creating value, building trust, and ensuring long-term success for our clients and stakeholders.

As we look ahead, we remain focused on enhancing our systems and practices, ensuring that quality continues to be a driving force behind our growth and reputation in the industry.



Our Commitments, Progress & Plans

- *To Promote Our Values of Customer Care, Integrity & Quality*
  We continue to uphold high standards and expectations in leadership, team management, and general conduct. Building on the positive feedback, where customer satisfaction surveys reflected scores between 7-10, we are committed to maintaining and enhancing our performance
- *To, Measure, Monitor and Set Targets on Quality KPI's, Monitor Non-Conformances:* Non-conformances are recorded in line with our quality procedures. The project management team ensures all non-conformances are recorded and dealt with accordingly. In 2024 we had 73 non-conformances, our target is to maintain 5% of non-conformances against piles installed. For the year we had 2 projects over the 5%. As a total the business ran at 1.2%
- *Improve Business Performance:* Conduct internal audits. Audits are delegated to trained internal auditors through detailed audit plans. 2024 saw 6 departments being audited

LRQA CERTIFIED ISO 9001 · ISO 14001 ISO 45001 — UKAS MANAGEMENT SYSTEMS 0001

Environmental & Sustainability



We are pleased to be moving into 2025 – and beyond – with environmental and sustainability remaining high on our agenda.

At Bauer Technologies, environmental stewardship is a fundamental part of how we operate. In 2024, we successfully completed a major external audit of our Environmental Management System, reaffirming our ISO 14001 certification, alongside our continued certification to BES 6001 for responsible sourcing. These achievements reflect our ongoing commitment to sustainable practices and responsible resource management across all areas of our business.

ISO 14001 is the internationally recognised standard for environmental management, helping organisations minimise their environmental impact, comply with applicable laws, and continually improve their environmental performance. BES 6001, meanwhile, focuses on the responsible sourcing of construction products, ensuring that materials are procured in a way that is ethical, sustainable, and transparent.

These certifications are more than just formalities - they are a reflection of our values. We believe that protecting the environment is a shared responsibility, and we are proud to play our part by embedding sustainability into our decision-making, project delivery, and supply chain practices. From reducing waste and emissions to promoting circular economy principles, we are committed to making a positive and lasting impact.

Looking ahead, we will continue to build on these strong foundations, driving innovation and collaboration to further enhance our environmental performance and contribute to a more sustainable future for our industry and the communities we serve.

The BES 6001 Certification - Helping the Sector

- By enabling clients to secure additional BREEAM credits for their projects. BREEAM is the world's first and leading assessment method for sustainable buildings, with its main output being a BREEAM rating. The more credits a project has, the better the BREEAM rating.
- Being listed on BRE Global's Green Book Live directory of approved environmental products and services means that clients can obtain Bauer's sustainability credentials quickly, easily, and confidently.

Bauer Technologies has long been committed to sourcing materials sustainably, and the journey to demonstrate our approach to sustainable materials sourcing has been both challenging and lengthy.

- Bauer Technologies is the only geotechnical contractor accredited to this standard. The standard encompasses elements of ESG and CSR, ranging from biodiversity to apprenticeships.



Environmental & Sustainability

Bauer Technologies is dedicated to protecting the environment and preserving biodiversity. As a subsidiary of the Bauer Group, the business adopts innovative developments from its parent company to minimise the impact of machinery and activities on site. With its integrated group structure, Bauer Technologies strives to achieve the highest standards and aims to be a geotechnical market leader in sustainability.

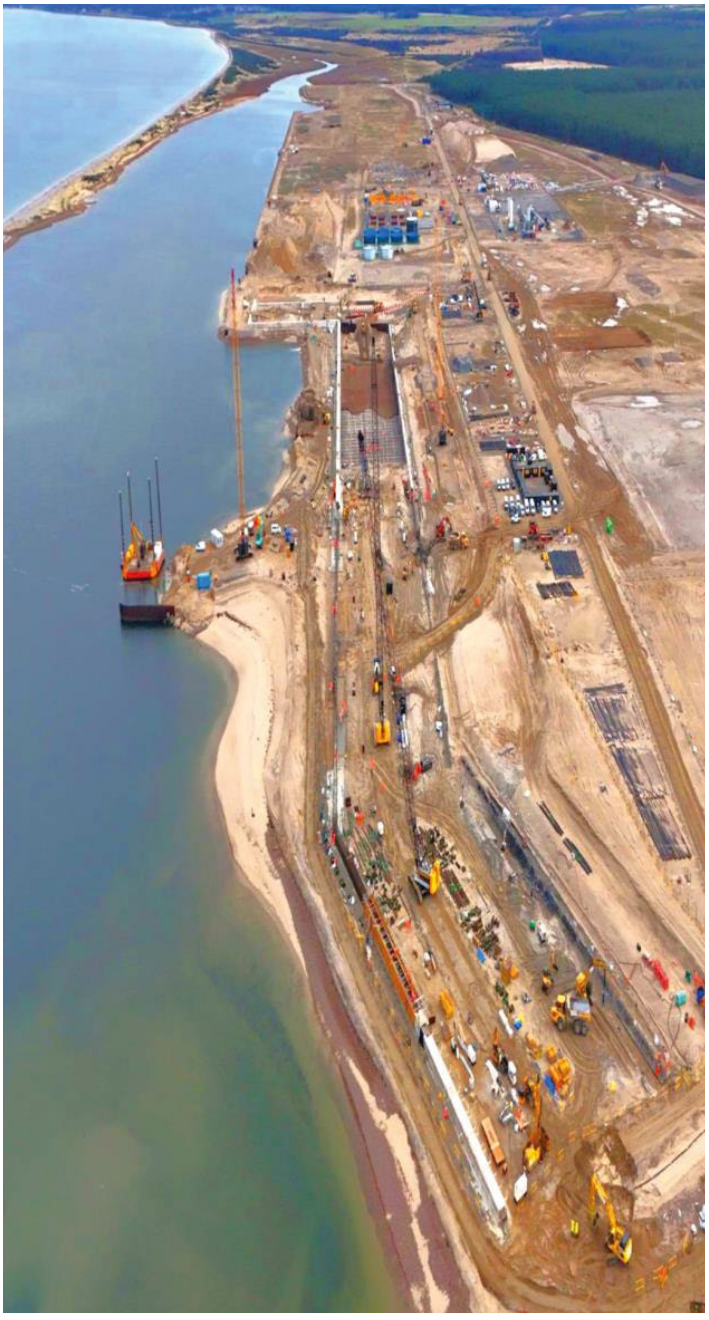
Our Commitments, Progress & Plans

- *To Reduce Incidents:*

  Bauer Technologies has zero environmental prosecutions. This is expected to continue this year on year

  6 environmental incidents for 2024 - this was an increase on the previous year. It is expected that this figure will be reduced during 2025

  To, Measure, Monitor and Set Targets on Environmental KPIs
- *Monitor Concrete Usage on Site:* During site operations, it is recognised that a level of concrete wastage is inevitable. Bauer aim to identify and reduce the amount of concrete wastage on all project sites. Concrete use is calculated from the contract Bill of Quantities (BOQ) to actual usage - also accounted for are contract changes, examples include design modifications and unexpected ground conditions
- *Increase Awareness of Environmental Matters:* Raising awareness of environmental issues across the business enhances understanding among employees. This, in turn, will reduce the likelihood of environmental incidents and ensure the business remains proactive. As with previous years, Bauer will continue to conduct environmental toolbox talks on all project sites



Environmental & Sustainability



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

Our Emissions Explained

Scope 1 - 2,305t CO_2e

Direct emissions from our activities under our financial control which consists of our Fuel & Oils

Scope 2 - 6t CO_2e

Indirect emissions from the generation of purchased electricity for our head office.

Scope 3 - 42,566t CO_2e

All other indirect emissions from our activities, which are not our own or in our control. We have listed the following areas in which we collect data. Employees Commute, Business Travel, Business Accommodations, (fuel & electric well to tank and transmission & distribution),Transport (materials & waste), Material Processing (steel & concrete), Waste Processing, Water Use & 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 and ethically sourced hydrotreated vegetable oil (HVO). Based on scope 1 CO_2e figures, we could potentially make huge carbon savings on the use of HVO over the next few years. In 2024 we saved 224.5t of CO_2e by using alternative fuels.

  Using less fuel: Our piling rigs are new and are manufactured by Bauer Machine. Bauer Piling Rigs are European Standard Emissions Compliant and are fuel efficient, thus reducing our fuel requirement. Continue training plant operators to avoid idling.

- **Scope 2** - *Switch to Renewable Energy at Our Head Office.* By 2025 our head offices will run on renewable energy, this would sufficiently reduce our scope 2 emissions.

- **Scope 3** - *Reducing Carbon Emissions By:*

  Reducing site generated waste, by using better procurement decisions

  Reducing site mistakes and non-conformances, by specific procedure training

  Reducing the volume of materials consumed, operations training in responsible sourcing

  Reduction of site generated packaging, suppliers to take back packaging and pallets

  The use of lowest carbon concrete mixes, as applicable to the application

  The use of steel reinforcement, with the highest proportion of recycled content also from local suppliers

  To use supply chain partners local to project sites

  The use of solar/electric/hybrid site plant where we can

  Encourage staff to cycle, walk, use public transport or vehicle share to and from the office

  Accommodation for site staff near to the project location

  Employees avoid travelling to client and supplier meetings when alternative meeting methods are available and practical

  Bauer's staff work from home as and when appropriate

  Bauer Technologies' management team works closely with employees to emphasise how individual actions and collective choices contribute to the company's progress in driving the energy transition

Environmental & Sustainability



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, some of these will be dependent on the innovation within Bauer's supply chain and clients:

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



NOISE REDUCTION
(Electric Rigs)

RESOURCE EFFICIENT MIP



GEOHEAT STORAGE



The Impact of Transportation

- This includes 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.

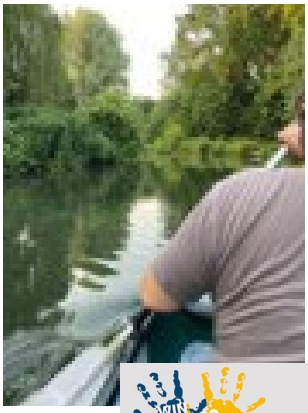
The company's small fleet of three vehicles contributes to carbon emissions, fuel consumption, and operational costs. Bauer's management systems help improve the following:

- Regular Vehicle Maintenance
- Driver Training
- Fuel usage monitoring, leading to reduced emissions and enhanced fuel efficiency

Employee commutes represent another significant transportation impact. Bauer encourages alternative commuting options, including car sharing, public transportation, cycling, and walking, all of which can significantly reduce the business's environmental footprint. Bauer provides secure bike storage and offers flexible working arrangements, including remote working, which 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, which usually involve diverting site traffic away from residential areas, thus reducing noise and pollution. A number of Bauer's suppliers deliver materials in vehicles that run on electric or HVO, and it is envisaged that the use of these vehicles will increase over time.

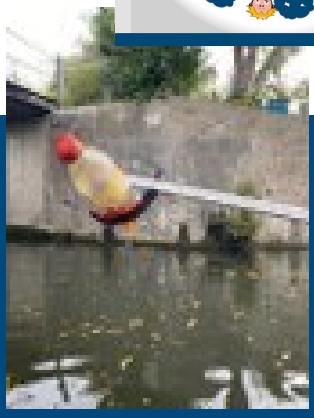
Environmental & Sustainability













Biodiversity is the variety of life and processes, encompassing diverse organisms, ecosystems, and communities.

As a result of Bauer's expansion in 2019, the business required new office space, with outdoor areas. The location needed to be in the same area to eliminate additional travel for employees. The property selected is located on the River Stort, a 13.8-mile river running past watermills and flowing through the beautiful Hertfordshire countryside. The river and its banks are rich with wildlife, fauna, and flora.

The local ecosystems are abundant and delicate. On sunny days, you can see people sitting by the river during their lunch period, feeding the birds. On the small section of the river where Bauer's office is situated, several employees have taken on the role of guardians of the Stort. If they observe anything that poses harm or threat to the river and surrounding wildlife, fauna and flora, they report it to the Canal and River Trust.

Land and Waterways

Our Biodiversity Commitments Progress & Plans

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

We work with our clients to see if we can add biodiversity value to projects, we work on

We work with a local apiary, for the protection of native bees

We added bug and bee hotels with bird hangers along the river Stort

Promoted biodiversity to local primary schools

Having fantastic staff members with their families given their time to clean debris from the river and pathways



Environmental & Sustainability

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, flush systems, and recycling systems for concrete washout, can significantly decrease water usage.

Using prefabricated materials, ensuring precise material purchases, and reducing on-site errors are essential steps. Reusing and recycling construction debris, such as metal, wood, and concrete, not only reduces waste but also 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 also 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.



Water Use and Waste

- To reduce water where we can

We have already installed some water saving initiatives to our head office, like, water-saving flushing toilets. On average our water use for 2024 was 52m³

Water on projects is used for various applications like, grouting, cleaning and support fluid, all water on the sites we worked on was under the financial control of the principal contractor. From the data we hold 1282m³ of water was used on the various projects in 2024

Where possible Bauer work with the Principal Contractor to save mains water supply by the harvesting of rainwater

To reduce waste where we can as per waste management hierarchy

For 2024 all soil arisings which was produced from our work but under the financial control of the principal contractors was reused on site. There could be a reduction on arisings using different techniques; this would need early intervention by client

In 2024 we had a total of 430t of site waste, this consisted of concrete, metals, timber, mixed and general also a small amount of hazardous waste. Of that amount 409t went to Recycle and 21t went to Landfill. All removals of waste were removed by ethical licenced specialist

To increasing training

In 2024 we provided 32hours environmental training which included waste and water management, plus 7hours of material use. This was an increase from 2023.

Resource use & 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 repurpose old piles, use sustainable materials, and design for disassembly. This not only minimises raw material consumption and waste but also 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^3 concrete
- 125t steel
- 3000ltr diesel
- 9 days on project time
- 242t CO_2



Our Commitments, Progress & Plans

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

  Using steel reinforcement with high volumes of recycled metal content to reduce our need for more natural resources and lower our carbon emissions

  4 projects saw a total of 18 ready mix concrete designs, 15 of those mix design was high in other cementitious material like GGB, PFA and Limestone, using materials like this has reduced the use of using more carbon intensive cement (cem1). This will also reduce our carbon emissions

  Initiate retrieval schemes and reuse existing piles, depending on design and early client interaction

  The majority of Bauer's clients advocate recycling and reuse of ready-mix concrete when formatting a pile; once set, spoil is removed from site to be crushed to a 6F2 grade or similar and reused. Arisings - inert or non-hazardous – are also reused on site, as backfill or other applications

Employment, Skills & Equality, Diversity & Inclusion



At Bauer, we believe that by investing in our workforce, we can maximise skill sets and build loyalty, creating an environment where employees, clients, suppliers, and stakeholders can develop long-term working relationships.

Bauer is committed to promoting Equality, Diversity, and Inclusion (EDI) across the organisation and to eliminating unlawful discrimination. The aim is for our workforce to be truly representative of all sections of society and for every employee to feel respected, valued, and empowered to give their best.

Bauer is a member of the 5% Club:

The 5% Club is committed to supporting the country's growth agenda. We recognise the importance of developing our people as an employer and playing our part in addressing youth unemployment and skills shortages is recognized. Bauer pledge to work towards having a minimum of 5% of its UK workforce enrolled in formalised apprentice, sponsored student, and/or graduate development schemes within five years.

Bauer is a Disability Confident Employer:

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 for Bauer to lead the way in the community.



disability confident COMMITTED

Leaders in Diversity Award

MEMBER OF The 5% Club APPRENTICES AND GRADUATES INVESTING IN A GENERATION

Leaders in Diversity Award:

Bauer hold the Investors in Diversity Gold - Leaders in Diversity Award, which recognises the power of diversity as a force for increasing engagement, improving core business performance, boosting profits, reducing costs, and enabling its people to perform at their best.

- 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 Features

No of Apprentices	**3**
No of Apprentices who successfully completed their training and were subsequently retained by Bauer	**2**
Average No of Employees	**320**
Training Hours	**1078**

Local Communities



Below are a number of local community engagement initiatives and achievements. Bauer Technologies will always strive to work with the local community and businesses, supporting them wherever possible.

Local School

Bishop's Stortford College

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

- Work experience for 2 students attending a local school. This includes student engagement in every department, from pre-construction to cost control.

  Our team also conduct a speed-interviewing event via HS2 at a school in Milton Keynes. This gave the students experience of an interface interview with our own HR professionals we supported the students with feedback and advice of future employment interviews.

Local Employment

We procure locally which employ local people, we may have a requirement for agency labour, this would be sourced locally depending on skills and qualifications.

Local Charities

Charities we partnered in 2024:

- Age Concern (The New Apton Centre) - contribution towards a new kitchen.
- Thirst Youth Cafe - contribution for the continuation of a safe space for young people
- Holy Trinity Winter Shelter - sponsorship of a room (pod) during the winter months.
- Macmillan Cancer Support - for every observation card submitted on our project sites, we donate to the charity we also hold a yearly coffee morning to support the charity.

Social Value

Bauer Technologies provide social value to projects by:

- Engaging with local SME's
- We sponsored one of our employees to run two marathons, Brighton Marathon and the London Marathon, for The Children's Trust. The trust is the UK's leading charity for children with brain injuries. The charity delivers rehabilitation, education and community services through skilled teams who work with children and young people, and their families
- We donated monies to Careys Foundation, to support and make a positive impact on their charities and the communities they partner with
- We sponsored one of our employees and his daughter, to complete a charity run for Charlton Rovers Football Club. The club is fundraising to enhance the sustainability of the club by installing solar power
- Our joint venture on the HS2 project we committed 496.5 hours to community engagement, some of that was organised by our client



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