



Stakeholder Report

End of Year 2021



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Introduction

Bauer Technologies aim to ensure transparency and openness with regards to our efforts around our Business, Health & Safety, Environmental, Quality and Sustainability. Metrics below are generated to demonstrate our commitment to these causes, and to make improvement for the future.

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Business Review 2021

Bauer Technologies suffered difficulties in 2021. Project delays due to BREXIT / COVID related issues) hence only a turnover of £8,105,079. Despite these difficulties we have maintained close contact with potential customers resulting in keeping the tendering at higher levels per quarter than any previous similar quarters and the end result being that in Q4 we received a high number of orders. The number of tenders open (not won and not lost) is still at record levels for BTL (65no. at end of the year with a mid year peak of 80). We believe that we have an excellent chance to win more of these projects.

These new projects will not start until end February 2022 so the difficult times will continue in Q1 of 2022. We anticipate reaching breakeven by mid Q2. This should enable BTL to achieve our turnover and result target for 2022.

The board has assessed that the following Key Performance Indicators (KPI's) are the most effective measures of progress towards achieving further growth of turnover and profitability.

- Organic sales growth – Year on year increase in sales revenue.
- Gross return on sales – Gross profit as a percentage of sales revenue.
- New return on sales – Operating profit as a percentage of sales revenue.
- Free cash flow – Cash generated from operations less tax and interest paid.

For the remaining departmental KPI's our Senior Management team have been involved with the selection, they made the decision to develop 2 KPI's from each of the following categories:

- Health and Safety
- Quality
- Environmental

The following KPI's have been selected, each of the KPI's have a brief detail as to how Bauer Technologies aim to achieve these targets, how the information is shared and the individual's involvement with achieving this. Sustainability as a factor element within these KPI's.

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Health and Safety KPI's

We are certificated to ISO:45001

Improve Supplier Surveillance Audits

- **Purpose** – Ensuring that suppliers meet the standard required by Bauer Technologies and their Customers in all HSEQS fields.
- **Measure to Achieve** – Ensure that Suppliers have surveillance visits conducted prior / during the selection processes. Work with Suppliers to achieve the standards required. Site teams to complete feedback on each supplier to their project.
- **Monitoring** – Supplier surveillance audits to be stored within the site server, ensuring suppliers have been visited prior to the project commencing. Supplier feedback to be issued to the supplier. Supplier to be reviewed where standards fall below Bauer requirements. Discuss findings during conference call / progress call. Monthly return from site detailing any surveillance visits conducted.
 - **Metric** – Complete 100% surveillance visits to reinforcement suppliers.
 - **Target** – All key suppliers to have been visited within a 12 month period where live on projects

Increase Observation Cards Received

- **Purpose** – Bauer Technologies believes that 2-way communication is vital for successful, safe projects to be completed. Observation cards provide one of many platforms for all persons employed, sub-contracted to Bauer Technologies to voice their concerns with regards to site as well as highlight positive information throughout the project.
- **Measure to achieve** – promote the observation card system on site through inductions, tool box talks and feedback on a regular basis. Action any concerns that have been raised and promote the positive information being given. Continue to support MacMillan Cancer Research with £5 being donated by Bauer Technologies for every card received. Promote a positive reporting process throughout Bauer Technologies.
- **Monitoring** – All observations to be entered onto site registers. Monthly returns to be submitted detailing number of observation card submitted. Feedback given with regards to donations being made. Monthly safety round up to detail Bauer Technologies observations as whole.
 - **Metric** – Compare observation cards received with hours worked.
 - **Target** – 1 observation cards per 1000 hours worked.

Health and Safety Statistics	From 1 Jan to 31 December 2021
Number of Fatal Injuries	0
Number of RIDDOR events	0
Number of Lost Time Incidents	2
Number of Near Misses	6
Number of Accidents	5

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Environmental KPI's

We are certificated to ISO:14001

Monitor Concrete Usage on Site

- **Purpose** – During Bauer Technologies working operations it is identified that concrete wastage is inevitable and unavoidable. Bauer Technologies aim to identify the amount of concrete wastage on site to provide accurate information with regards to percentage of concrete wasted.
- **Measures to Achieve** – Compare estimated concrete use from tender vs actual concrete use throughout the project.
- **Monitoring** – Monitoring to be conducted at the end of each project as part of the project report. Where concrete usage is higher than tender, investigation into the difference to be conducted.
 - **Metric** – Concrete to be measured against total concrete used on project.
Target – To be agreed at next annual management meeting 1st quarter of 2021.
 - **Target** – to be a percentage of allowable concrete wastage against the total concrete used.

Increase Awareness of Environmental Matters

- **Purpose** – 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.
- **Measure to Achieve** – briefings to be given on environmental subjects at least once per month. Ensuring all sites have the same information delivered which will capture personnel moving from projects. Set briefing schedule to be delivered to all project management teams ensuring environmental subjects detailed and provided.
- **Monitoring** – Audits to include subject of tool box talks completed, ensuring it is in line with the schedule of briefings. Identify environmental events within the Bauer Technologies reporting system. Assess events with the aim to prevent.
 - **Metric** – Compare environmental tool box talks issued against other subjects.
 - **Target** – 25% of all tool box talks to be based on environmental subjects.

Environmental Statistics	From 1 January to 31 December 2021
Number of Environmental Incidents	0

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Quality KPI's

We are certificated to ISO:9001

Monitor Non-Conformances

- **Purpose** – Non-conformance can have a detrimental effect on the business. The detrimental effect may be reputable and financial. It is Bauer Technologies aim to monitor the number of non-conformances to the project. Analyse the non-conformances with an end goal of reducing the impact of non-conformances to the projects.
- **Measures to Achieve** – Non-conformances are recorded in line with Bauer Technologies Quality Procedures. The project management team shall ensure all non-conformances are recorded accordingly. Where a project exceeds 5% of non-conformances against piles installed, investigation and root causes to analysed. Report to be produced detailing lessons learnt and corrective actions.
- **Monitoring** – Non-conformances are to be submitted to the Business through the monthly reporting process. Full details will be required to be attached of the non-conformance where information will be submitted to a central database. Analysis of the non-conformances to take place. Number of non-conformances against amount of piles installed.
 - **Metric** – Evaluate the total amount of non-conformances against the amount of installed piles.
 - **Target** – To strive for no non-conformances on site. Maintain 5% of non-conformances against piles installed.

Improve Business Performance

- **Purpose** – Bauer Technologies operate an Integrated Management System which allows for all operations to be suitable managed. It is best practice to continually aim to improve the Business Performance through the IMS. Using internal auditors to monitor the way Bauer operate internally will be vital in achieving Business Performance Bauer will assess their internal operations and their customers perceptions of the business having worked with them.
- **Measures to Achieve** – Internal audits of Bauer Technologies Management Systems are to be conducted monthly. Audits will be delegated to the internal auditors through detailed audit plans. Line managers to allow suitable time for the internal auditors to complete the audit. Departments being audited to proactively assist the auditor during this process. Surveillance questionnaires to be sent to Customers which will capture their perception of the business.
- **Monitoring** – All completed audits will be recorded on the Bauer Technologies audit documents and reviewed upon completion. Actions/opportunities for improvement will be discussed within conference calls, operation calls and HSEQ Meetings.

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- **Metric** – 50% of Bauer procedures to be audited annually. X1 customer perception questionnaire per project completed. Compare perception questionnaire across all projects and against complaints made.
- **Target** – 1 internal audit Bi monthly maintain an average score of 8 within Customer

Non-Conformances	From 1 January to 31 December 2021
Number of Non-Conformances	11

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What Are Bauer Technologies Doing?

In November 2021 Bauer Technologies obtained BES 6001 certification status as evidence that it ensures the construction products it uses are made with sustainably sourced materials. The process began in early 2020 when the company looked at the BES 6001 standard and its management team decided that BES 6001 compliance would greatly help the company’s sustainability efforts.

Bauer set up a working group of four employees from different sections of the business, and they examined each section of the BES 6001 standard. The standard covers a multitude of topics from suppliers’ business ethics to their water abstraction and usage. It was important to record data to accurately identify the current position and make changes where necessary. It became obvious that complying with BES 6001 would be a challenge because of the difficulties of checking suppliers’ credentials. The group made several changes and introduced new policies and procedures for scrutinising and auditing Bauer Technologies’ supply chain and changing its materials procurement processes.

Taking the Plunge

The company then initiated the application process for the BES 6001 Framework Standard for Responsible Sourcing.

For the stage 1 assessment it once again examined each of the categories set out in the standard to ensure it fully understood what was expected. That process would have highlighted any items which could have been missed by the working group managed by Bauer Technologies sustainability champion and was completed in July 2021. No non-conformities with the standard were identified and the data was independently verified. The stage two assessment was then carried out over five days in August 2021. This was intense evidence gathering process.

Complying with the requirements of each category, required evidence. For example, with greenhouse gas emissions, Bauer had to quantify how much carbon its operations produced and how much was re-moved. The auditors’ final reports confirmed that Bauer Technologies had achieved an “excellent” rating, scoring maximum points for complying with the standard.

BES 6001 Certification Achieved

Bauer Technologies is the only geotechnical contractor accredited with the BES 6001 sustainability certification.

Helping the Sector

This certification will enable Bauer Technologies’ clients’ to secure additional Breeam credits for their projects.

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Breeam is the world's first and leading assessment method for sustainable buildings, its main output being a Breeam rating. The more credits a project has, the better the Breeam rating.

Listing Bauer Technologies' BES 6001 certification on BRE Global's Green Book Live directory of approved environmental products and services also means that clients can ascertain the company's sustainability credentials quickly, easily, and confidently.

Bauer Technologies has long been sourcing materials in a sustainable manner, although demonstrating its approach to sustainable materials sourcing it has been a difficult and lengthy process.

Achieving BES 6001 certification and obtaining a Green Book Live listing gives Bauer Technologies' clients confidence in its commitment to minimising the sector's long term environmental impact.

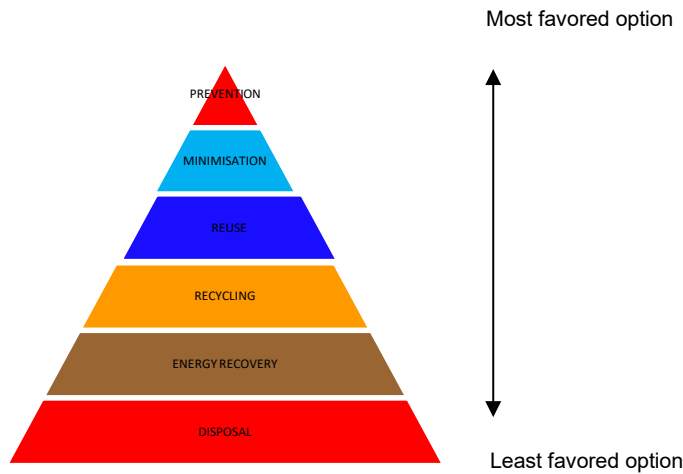
We are pleased to be moving into 2022 – and beyond – with sustainability remaining high on our agenda.

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Waste & Co2e Emissions

Bauer Technologies aim to reduce waste within our operations whenever possible in accordance with the waste management hierarchy as below.



Site Waste	2021
Steel	No waste recorded (we purchase only what's required)
Concrete	28.5m3 (loads rejected)
Hazardous Waste	586kg this is made up of oil, filters, absorbents and carriers

General Waste and Inert Soil on our Projects is the responsibility of the Principle Contractors,

Bauer Technologies adhered to the Principle Contractors Waste Management Plan, although we do collect PC site data for the following:

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Scope 3 CO2e Emissions (this includes the transportation, processing of soil and upstream scope on WTT)

PC Site Project Waste 2021	Total Weight	Weight Recycled	Weight Landfill	Total t-CO2e
Inert Soil	30,016 (ton)	108 (ton)	29,908 (ton)	688.110

Scope 3 CO2e Emissions (this included the transportation, processing of soil and upstream scope on WTT)

Office Waste 2021	Metric	Total Kg-CO2e
Waste to recycle and reuse	288kg	352.943
Waste to landfill	19kg	

Energy Use & Co2e Emissions

Consumption 2021	Metric	Scope 1 Kg-CO2e	Scope 2 Kg-CO2e	Upstream Scope 3 WTT Kg-CO2e
Electricity Office	32289 kwh		6855.923	1785.259
Gas Oil & Diesel	102,439 litres	278409.173		64411.504

Bauer Piling Rigs Are European Standard Emissions Compliant.

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Materials, Deliveries & Co2e Emissions

Scope 3 and upstream WTT CO2e Emissions

Title	t-CO2e
Materials and Deliveries	3, 060.883

Business Travel, Accommodation & Co2e Emissions

Scope 3 and upstream WTT CO2e Emissions

Accommodation / Travel	Metric	kg-CO2e
Accommodation	492 nights	6818.100
Travel	336,481km	51299.266

Water Use and Wastewater

Scope 3 CO2e Emissions (water delivered through the mains supply network)

Consumption	Metric	Kg-CO2e
Mains Water (Project Sites) Principals Contractor Responsibility	408.15m ³	60.814
Mains Water (Office) Estimated yearly usage	52m ³	7.728
Wastewater (Office) Estimated yearly usage	52m ³	14.144

Where possible we will use Collected Rainwater for the purpose of cleaning equipment.

Employee Learning and Development

Worked and Training	2021
Project Hours Worked	104,508
Training Hours Delivered	842

We are members of The 5% Club, which are a dynamic movement of employer-members working to create a shared prosperity across the UK by driving 'earn and learn' skills training opportunities.

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Members strive to achieve 5% of their workforce in 'earn and learn' positions (including apprentices, sponsored students, and graduates on formalised training schemes) within five years of joining.

Business Activity Complaints

	2021
Complaints	None

Stakeholder Engagement

	2021
Engagement (projects)	106 Hrs

Transport Impact

Bauer Technologies has a small fleet of vehicles which consist of 5 Vans and 4 Cars.

Bauer Technologies approved supplier's, deliver all materials and plant to our projects, we have reduced our transport requirements, focusing on locally sourced equipment, material, and labour.

We are certificated to FORS Bronze

Resource Use & Recycled / Byproducts

Bauer Technologies communicate with stakeholders to promote best practice.

- Where possible we Initiate retrieval schemes.
- Where possible, over spill of ready-mix concrete formatting a pile, once set, is removed from site to be crushed to a 6F2 grade or similar and reused.
- Where possible, soil waste arising's from our works is classed as inert or non-hazardous are to be resourced on other sites as backfill or other application.
- Our reinforcement supplier supplies steel which has a 92% to 98% recycled steel content in their product. Thus, lowering the CO2 and lowering the need for natural resources.
- Our ready-mix concrete supplier use byproducts within their mix design using less cementitious materials, thus, lowering CO2.

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Local Communities

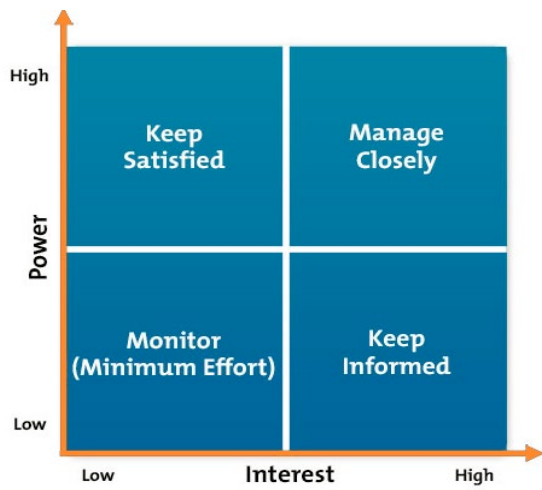
Directly below we detail some achievements in the local community to date – also a wider list of interested parties.

Bauer Technologies will always look to work with the local community and businesses to promote a healthy relationship.

Interested Party	Achievements
Local Schools and Colleges	Giving students an insight into the world of Geotechnical Engineering, Work Experience, Mock Interviews
Local Employment	Apprenticeship Schemes
Local Charities	Age Concern, donated monies for furniture at their renovated building (Apton Centre). Support Bishop Stortford Foodbank. Yearly donation to Macmillan Cancer Support.

Interested Party	Needs/Expectations	Objectives	Priority
Suppliers	Good working relationships, unambiguous contracts/ scope of works, security, continuous supply	Maintaining good working relationships	1
Customers	Responsibly produced product, delivered as per contract, correctly and on time	Enable feedback opportunities	1
Public/local community and residents	Local employment, consideration of the local area, social responsibility	Engagement and act upon any concerns raised	1
Employees	Professional development, job security, good relationships	Regular contact and feedback from employees	1

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Management Priority

Detailed in the graph (above) is the '1-3' priority scoring system.

1 being the highest priority therefore commanding more attention from the management team.

3 being a lower priority and therefore less attention shall be paid to these aspects.

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