



Sustainability Report 2023



TURNBULL

LIFECYCLE CONSTRUCTION & OPERATIONS

Executive Summary



This Sustainability Report provides a summary of Turnbull’s sustainability journey, our performance against the four key areas of our sustainability strategy and identifies our next steps for 2024 and beyond. The Sustainability Report includes high level summaries and detailed case studies to evidence our organisations contribution to the UN Sustainable Development Goals.

- Stephanie Rooke, Scientist and Sustainability Lead

Our Business



Turnbull are leaders in lifecycle construction and operations. From design and build to facility management and maintenance, we provide sustainable, end-to-end services for civil, mechanical and electrical engineering projects.

Today, our name is known for this innovative lifecycle approach, developed and refined on one of Europe's largest construction sites. But we take our inspiration from the clarity, precision and reliability of traditional plans and drawings – in their distinctive colour of Turnbull blue.

Our vision is a world in which the design, build, operation and maintenance of engineering projects is managed as an integrated lifecycle process that saves money, reduces waste and adds long-term value to local communities and the wider economy.

- *James Dryden, Managing Director*

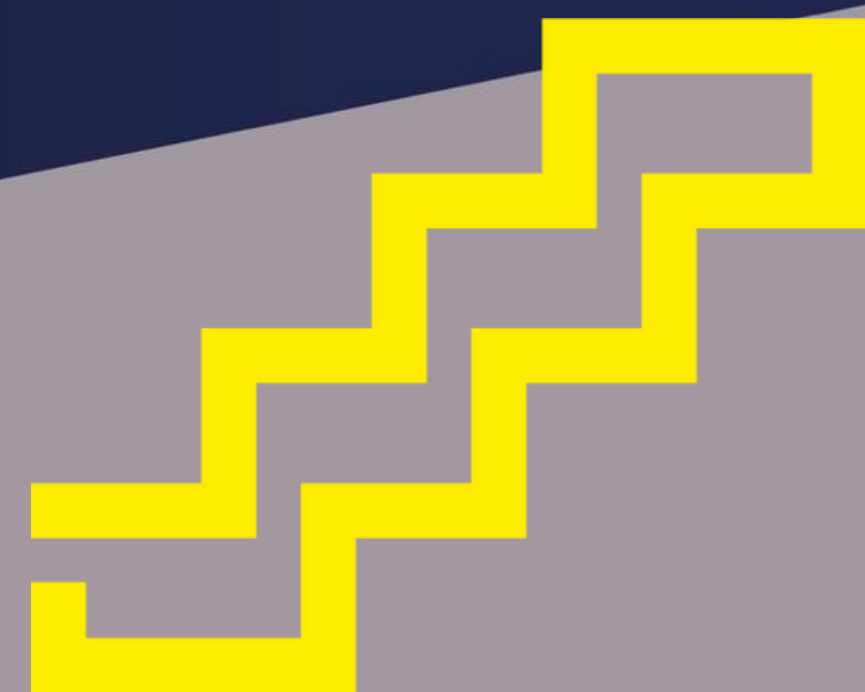
Our Culture

- Our Purpose is to promote, capture, deliver, communicate and report our sustainability initiatives and achievements.
- Our Mission is to do things right.
- Our Values are 'safe, trusted, professional, expert'.
- Our Goal is to become a sustainable business for our people.





Our Sustainability Journey so far...



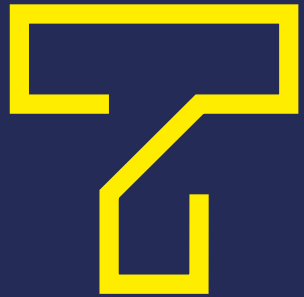
Our Sustainability Strategy



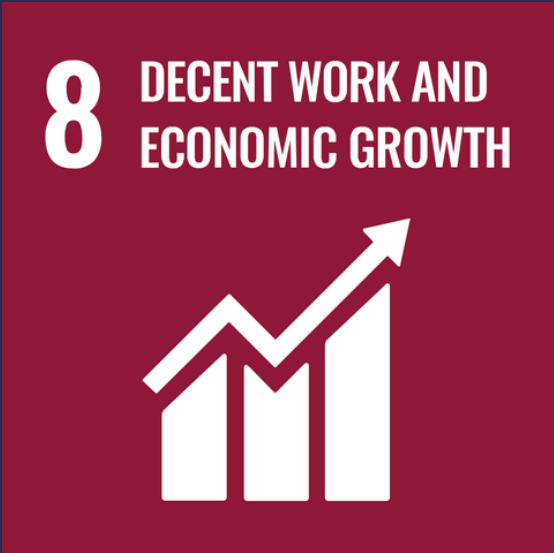
This year we launched our Sustainability Strategy which is based on the 'Environmental, Social and Governance' (ESG) framework and our mission of 'doing things right'.



Aligning to the UN Sustainable Development Goals



Our Sustainability Strategy aligns to these four Global UN Sustainable Development Goals.



We chose these goals because they are the most relevant to our business activities and we believe that we will have the greatest impact and be able to help contribute towards them.

Our Sustainability Champions



Our Sustainability Working Group is comprised of passionate employees who are helping bring our sustainability strategy to life.

The Group have focused on providing engagement activities for our employees to contribute towards ‘UN Goal 12 – responsible consumption and production’.

We have developed a Sustainability Policy which sets out our commitments which will help us implement our sustainability strategy to ensure the business remains responsible and resilient for the future.

Our Sustainability Efforts in the UK Nuclear Industry



We were delighted to be awarded Winner of the NSAN 'Securing Sustainability through Skills Award'.



This UK Nuclear Skills Award recognised our Sustainability efforts for establishing our Sustainability Working Group, developing our people's transferable skills and actively engaging our people and key stakeholders on sustainability initiatives to help us implement our strategy.



We have improved our Sustainability Reporting...



We have launched our Sustainability page on the Turnbull website and introduced our first ever Sustainability Report to improve the transparency of our sustainability reporting to our stakeholders. We have also upskilled our employees through social media training and are actively engaging with our key stakeholders using LinkedIn.



ABOUT US OUR SERVICES OUR PROJECTS CAREERS SUSTAINABILITY CONTACT

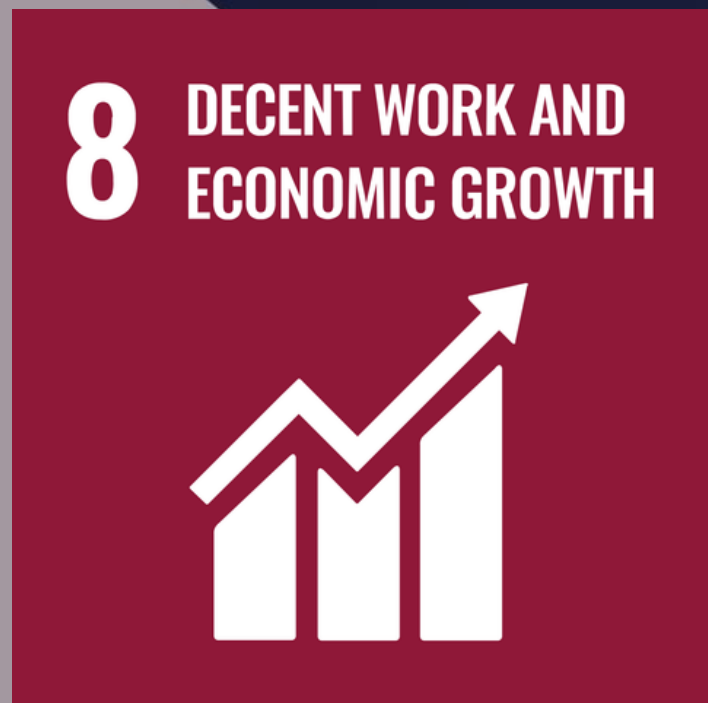
Sustainability



<https://www.turnbulluk.co.uk/sustainability>



Looking after our people and
growing the business
responsibly



#Social and Governance



We successfully partnered with the 'Women's Work Lab' charity to hold our first work four-week work placement at Turnbull.



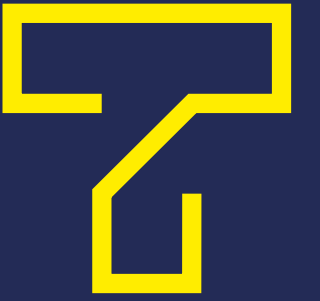
Our employees represented Turnbull by participating in the local community Tough Mudder event



We have supported the local Middlezoy Rovers Harriers Under 12's football club by providing their team jackets and water bottles.



Our employees have donated to local food banks supporting the Trussell Trust charity





Our employees took part and supported the Bristol Pride march to demonstrate our allyship and support to the LGBTQIA+ community within our business and the wider group



We have networked at recruitment events to raise awareness of our business and the variety of local opportunities available and onboarded 51 new starters in 2023



We have launched our new careers webpage to make the application and recruitment process as user friendly as possible.



Awarded Silver membership level for our engagement with Supply Chain Sustainability School



We are contributing towards Nuclear Growth and maintain positive reputation and performance within Site Operations at Hinkley Point C which has led to winning additional work on-site.

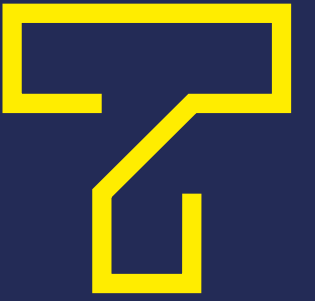
Our Inhouse Projects Consultancy team are collaboratively working with EDF to support with early-stage consultancy for Sizewell C.



Turnbull are exploring the wider market opportunities in further new build, generation, decommissioning and generation 4 UK Nuclear projects. We have become members of the Nuclear Industry Association and the Wales Nuclear Forum to increase our visibility and network in this exiting and developing sector. This membership will help us identify opportunities for other Nuclear Project Work.



We have joined the Somerset Chamber of Commerce and Suffolk Chamber of Commerce to enable networking and collaborative work opportunities for supporting the local Somerset and Sizewell C community.



Health and Safety is our focus, and we held a Team brief event in November 2023 to celebrate 2 Million Free Hours of Lost Time Injuries and how our people are helping us maintain a strong Health, Safety and Wellbeing focused business culture.

We also celebrated our 5th consecutive year of Winning The Royal Society for the Prevention of Accidents (RoSPA) Award for our organisation's health and safety performance.



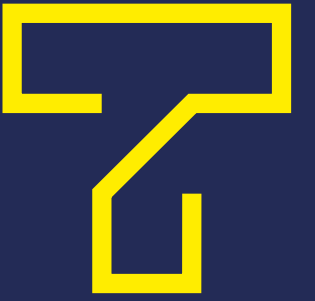
Our Turnbull Operations team celebrated winning a silver award in the prestigious HPC Pride of Platform awards for a second year running. The awards focus on six key foundations of a safe environment and safe behaviours: signage, safe access, materials management, housekeeping, welfare and respect.



13 of our employees achieved a Project Star award for their work performance in 2023.

In addition, two of our employees were recognised by our Client for their exceptional work performance and attended the HPC Excellence Awards.

Congratulations to Colin Whittle for winning first place in the category 'championing respect' and to Chris Farmer for achieving third place in the category 'going above and beyond'.



Achieved ISO 45 001 accreditation for our occupational health and safety management system and ISO 9001 accreditation for our Quality Management System.



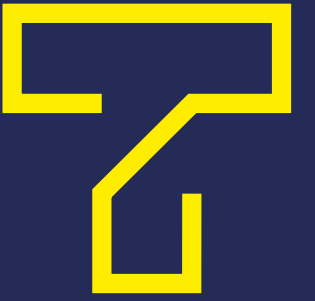
We have implemented a one team approach between our SHEQ team and other team departments to improve our health, safety and wellbeing culture.



We were grateful to be recognised as finalists in the ‘Investing in Somerset’ Somerset Business Awards 2023 for our positive business impact on the local community.

In 2023, we had 32 internal promotions and 18 employees on graduate and apprenticeship programmes. We also launched our first Electrical and Mechanical Apprentice scheme.

We actively seek feedback from our employees through an annual engagement survey, bi-monthly company briefs and our Peoples Council Working Group. We were delighted to receive an Engagement Score of 75% for our iSay survey undertaken in Q4 2022.



Employee feedback was used to help us create our **People Promise** plan for 2023 and continue to ensure Turnbull is a great place to work. Our People promise focuses on:

- Communication
- Health, Safety and Wellbeing
- People Development
- Recognition
- Attraction and on-boarding



We encourage and empower our employees to participate in people focused working groups to make their workplace experience the best it can be.

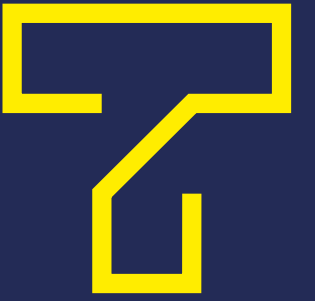


Collaboratively reducing
environmental footprints by
being circular and sourcing
ethically

12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION



#Environment



We successfully trialled the use of PPE vending machines to improve monitoring and distribution of PPE and this is now being rolled out across the wider Hinkley Point C site.

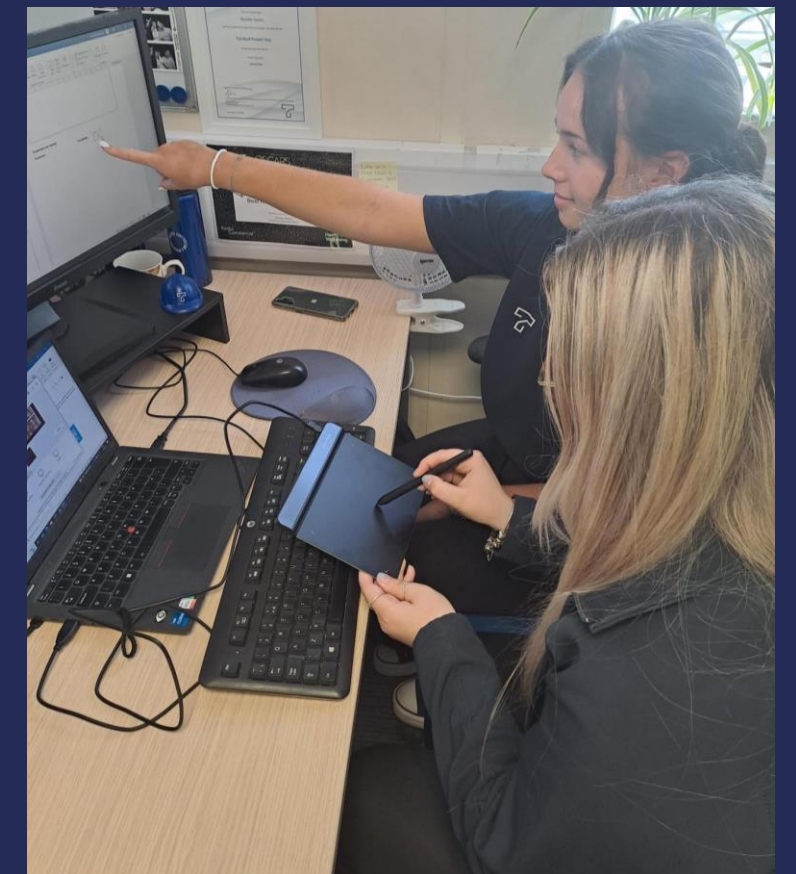
We encourage our employees to segregate and recycle their old/ unwearable PPE.



The Sustainability Working Group has focused the monthly employee engagement activities on responsible consumption and production to encourage sustainable use of materials, following the waste hierarchy. This is helping to inspire and influence our employees to act locally to change their work and personal lifestyle behaviours. Wherever practical and fit for purpose we are working with our Project Teams and tier two contractors to re-use building and construction materials.

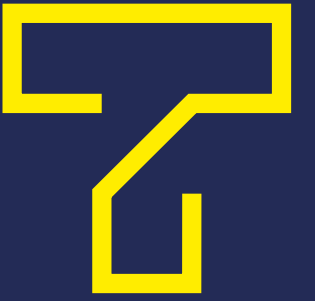
Our Support Services Team implemented the use of an electronic signature pad to reduce the volume of printing of hardcopy paperwork.

Our SHEQ team are working on a longer-term project to improve our Internal Management System and help transform our work habits to digital form.





19,520 m³ of surface water taken from our Water Management Zone attenuation ponds was collected by tractor bowzers and re-used on Hinkley Point C site for dust suppression to improve and control the local air quality.



We have enhanced our supplier onboarding process by introducing sustainability criteria into our PQQ to help inform our responsible business decision making.

Our Support Services Team has undertaken over 400 procurement purchases from cable ties to essential tools and materials.

The Treatment Team re-use the plastic PET sampling bottles for undertaking their daily on-site sampling of wastewater testing. This has saved at least six PET bottles a day being disposed of.

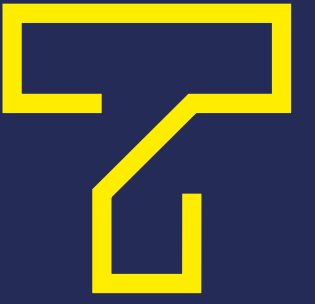


CASE STUDY: SUPPLY CHAIN COLLABORATION



We continue to collaborate with our PPE supplier, Mathias and our recent visit to their warehouse led to insightful sustainability discussions around new and innovative products to better support our workforce with their growing needs and demands for PPE.

CASE STUDY: SUPPLY CHAIN COLLABORATION



Together Turnbull and Mathias have implemented a single use plastic packing pledge.

All our PPE now arrives to us in reused cardboard boxes with a plan to move to returnable totes in the future. These changes have allowed us to move away from all one-use plastic waste. For those items that require a level of packaging for hygiene reasons, we have switched to both recycled and recyclable packaging or a sugar cane-based packaging to which can also be recycled.



We use vending machines for issuing our small PPE items such as safety glasses and gloves, which prevent the use of single use plastic packaging...

...we have calculated this will eliminate over 75kg of single use plastic waste each year (three times the amount shown in the photograph)!



Environmental Management to protect the aquatic environment

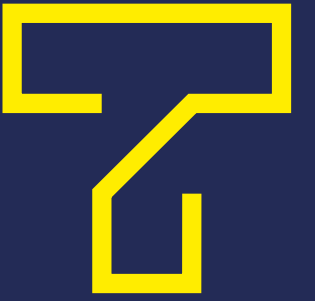


#Environment

Over 1300 surface water, groundwater and wastewater quality samples were taken and sent for laboratory testing in 2023 to help the Science Team monitor compliance with Environmental Permits.



We hold the ISO 14001 accreditation which is an internationally recognised standard for environmental management systems (EMS) and helps provide a framework for our organisation to design, implement and continually improve our environmental performance.



Our Science Team expanded their service to the Client by introducing sampling and analysis of Sulphate Reducing Bacteria (SRB)



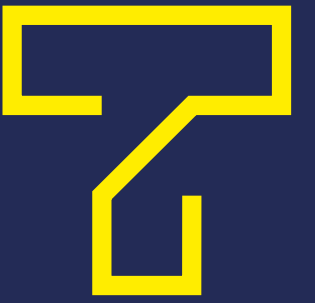
We introduced a fifth Water Management Zone which was accepted into service and became operational in January 2023 to provide more capacity for surface water treatment on-site at Hinkley Point C.



We planned for the commissioning of the Train B advanced surface water treatment plant to remove suspended solids from the surface water treatment process. We have been also been planning the commissioning of Mechanical Biological Bio-reactor (MBBR) unit equipment which will enhance the biological treatment of the wastewater at our sewage treatment plant and the Dissolved Air Flotation unit which will help to remove solids from the treatment process.



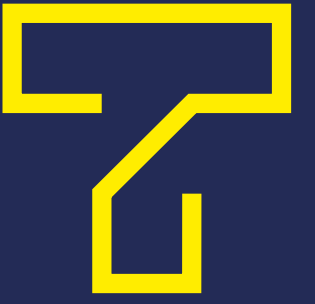
6,283m³ (133 tanker loads) of silt was removed from three of our Water Management Zone treatment ponds which is the equivalent of 78,500 baths full of liquid.



We implemented innovative ideas at our treatment facilities including; Installing spray bars at our HAJ sewage treatment works to improve the treatment process and reduce the sludge levels in the Final Settlement Tanks.

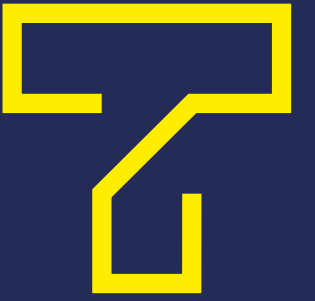


We installed a citric acid dosing system at one of our Water Management Zones to help reduce the pH of the surface water to ensure environmental compliance with the EA permit.



30,588m³ of wet waste removed from site and taken for further treatment (equivalent to 12 Olympic swimming pools) and purchased three new Turnbull branded Wet Waste tankers in 2023, moving more of our wet waste transfer movements in-house.

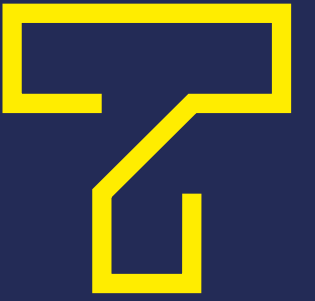
CASE STUDY: BEACH CLEAN VOLUNTEERING



Our Turnbull Sustainability Working Group (in partnership with Wessex Water's Water Force) organised three Beach Clean events in 2023. The Beach Cleans were held locally in Somerset at Brean Beach. We chose this beach location to undertake the beach clean events as this community area currently does not have a friends of the community volunteer group to keep the beach clean and safe to protect the environment and for everyone's enjoyment.

During the beach clean events our employees participated in a National Beach Clean Survey for the Marine Conservation Society and Plastic was the most frequent type of waste collected (over 80%).

CASE STUDY: BEACH CLEAN VOLUNTEERING



All three beach cleans tied into the National Environmental Awareness Day campaigns and the events were used as an opportunity for our employees to educate the public and raise awareness of global sustainability issues such as plastic litter pollution. Our employees networked with a wide range of stakeholders during these events including the public, Local Council and fishermen.

In total we collected 170kg of litter which is almost the weight of a female polar bear!



Consideration and respect for the terrestrial environment



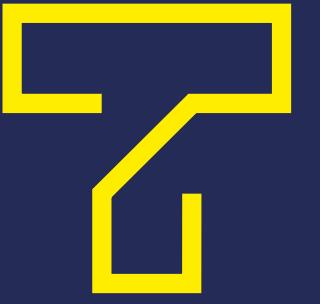
#Environment



We established an environmental monitoring team for noise, air quality, dust and light pollution and enabled 37 new locations on and off Hinkley Point C site to come online to a digital monitoring system to improve noise and air quality monitoring for our Client.



We have expanded our Dewatering Team and now manage the dewatering of the Hinkley Point Construction site inside the buildings as well as outside construction areas to prevent flooding and enable work on-site to continue.

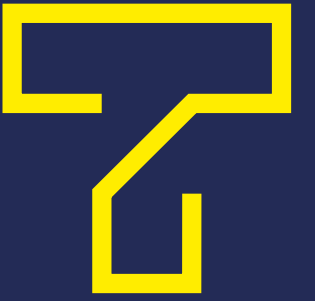


Our Dewatering Team have reduced the need for diesel generator use for our work platforms and we have removed six diesel generators from our operations. We have trialled cleaner energy alternatives such as the HuSSh Pod battery powered sustainable energy units to reduce our reliance on diesel generators.



With the installation of the WMZ3 Train B treatment unit, our Treatment Team were able to remove the need for a diesel generator and HUSSh pod energy source from the work platform.

We protect biodiversity and care and respect wildlife when undertaking our work. Our Projects team rescued five young rabbits from a stockpile at one of our working platforms. The rabbits were taken to the local Wildlife Charity Secret world to be cared for. We also rescued a common newt that found its way into our sewage treatment plant and returned the newt back to a local pond habitat.



Turnbull have been members of the Green Organisation since 2021 which recognises, rewards and promotes environmental best practice. We are currently bronze membership status and have planted a total of 250 UK native trees to date under the auspices of Sustainably Run and the Trillion Tree campaign launched by the United Nations.



We support our wider group employee recognition scheme which was introduced in 2023 to celebrates our employees' length of service through planting UK native tree in our staff forest. Our employees are invited to an annual tree planting event and can get involved in planting trees to improve the biodiversity of the area and create special places for nature on our landholdings.



Our Electrical, Mechanical and Instrument (EM&I) Team has grown to 16 full time staff, including two apprentices. Operating seven days per week, completing 5113 planned maintenance tasks and 707 reactive tasks. Our Permit Team have issued a total of 842 work permits. Our HV Team operate and maintain the on-site network of 53 11kV/400V Substations and approximately 15,000 Metres of HV cable.

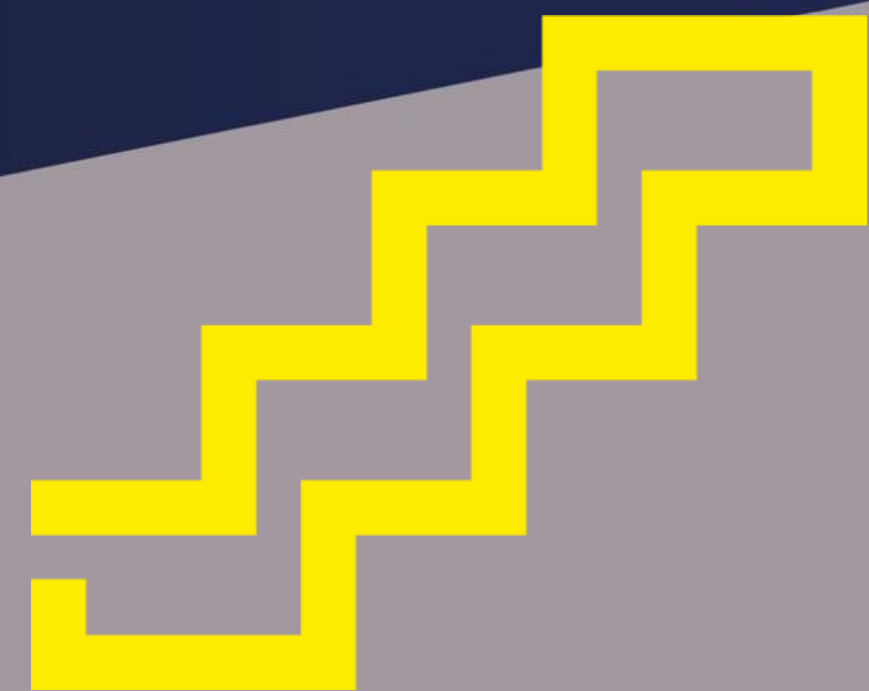


Our Projects Inhouse Civils Team have reinstated 14,000m² of platform areas and placed 30 Tonnes of steel reinforcement and 320m³ of concrete. Our Project Construction Engineering Services / High Voltage electrical team have installed 2km of cables, landed three substations and energised and commissioned one substation. Our Projects Inhouse design team have worked on the Commissioning Effluent Treatment Plant (CETP) pipeline design which has been fully accepted by the Client.





Our next steps...



Continue to implement our Sustainability Strategy...



The Sustainability Working Group will continue to work with our employees and other key stakeholders to implement and deliver our Sustainability Strategy and will focus engagement activities on UN Goal 8 'Decent Work and Economic Growth'.

The Sustainability Working Group have worked with the Turnbull Leadership Team to set department-based sustainability commitments for 2024.



Our 2024 Sustainability commitments



Department	Commitment
Dewatering	To reduce the number of diesel generators used in our operations in 2024 by 30%.
Treatment	Where possible to complete treatment tasks and forms digitally, to reduce the amount of hardcopy paperwork being printed.
Support Services	To work with our PPE supplier towards a solution whereby a hi vis range is introduced that is fully recyclable back into new workwear garments, providing a closed loop solution.
Commercial	To upscale our supply chain profiling and align with our purpose, values and commitments with respect to sustainability and environmental outcomes.
Projects	Where possible, to reuse Industrial Fittings and Large Bore Pipework when undertaking diversions or adaptations to the Potable Water Network.
Electrical, Mechanical and Instrument (EM&I)	To improve resource efficiency and explore cleaner energy solutions such as re-using materials, replacing lights with LED bulbs, reducing the use of batteries and generators and learning more about the use of Hydrogen products.
Safety, Health, Environment and Quality (SHEQ)	To fully integrate our management systems processes and forms into the software system 'Field View' to enhance work productivity.
Senior Leadership Team	Where practical, use sustainable transport for business travel such as car sharing or use of public transport.

We will report our progress against these commitments in our 2024 Sustainability Report.



Thank you

for reading our Sustainability Report 2023. Please contact us for more information or to provide us with feedback...



Get in touch at hello@turnbulluk.co.uk

TURNBULL

OPERATIONS & CONSTRUCTION
LIFECYCLE

