

Corporate Responsibility



Corporate Responsibility Report 2021





Beck & Pollitzer Poland yard mural team painting

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Introduction



Beck & Pollitzer's core values are: customer focus; cooperation and compliance and these in turn form the basis our Corporate Responsibility platform.

Ensuring our people and customers thrive whilst also considering how what we do impacts the planet we live in is the cornerstone of our business. We are investing in our employees by providing coaching, development and training, as well as ensuring our sites are the safest they can be. The partnerships we hold with our clients and suppliers are important to us, and we will continue to work hard to deepen these further.

All of the above combines to broaden our understanding of our social and environmental impact.

This report outlines our approach to corporate responsibility and how it has been guided by our stakeholders and the UN Sustainable Development Goals (SDGs). As a member of the United Nations Global Compact, it's a report that serves as Beck & Pollitzer's annual Communication of Progress (COP).

About Beck & Pollitzer

Then & Now

We are world leaders in the provision of industrial installation and machine relocation services to local and international clients in multiple countries.

Founded in London back in 1863, we've always taken a standardised approach to projects to ensure we deliver the highest quality. Our unrivalled experience enables us to give clients unparalleled levels of confidence that we can deliver the results they need, no matter how challenging the project.

Our business is privately owned by Graphite Capital and B&P's managers, with our HQ in Dartford, UK.

Evolving & Supporting

Our business has an international network that's constantly evolving to support emerging technologies, innovative processes and the global expansion of our clients. It's an approach that sees us remain relevant to the markets in which we operate and enables us to provide rapid support to new industries.

Key areas in which we have a growing impact include:

- Development of green energy
- Battery manufacturing to support the electric vehicle industry
- Automation of warehouse technology.



Warehouse automation, USA



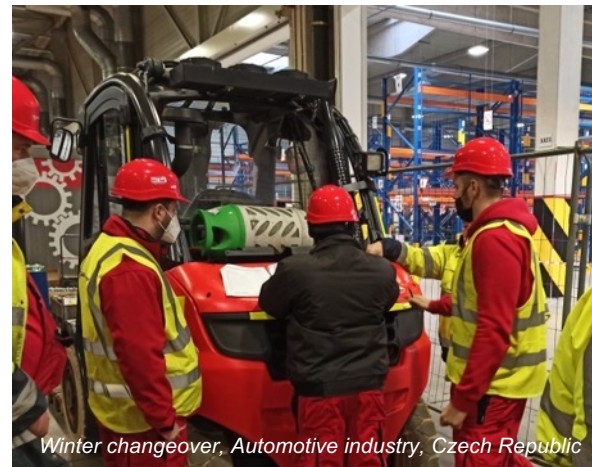
Steel industry, Norway



Factory relocation, Green Energy sector, UK



Automotive industry, France



Winter changeover, Automotive industry, Czech Republic



Warehouse automation, USA



Our international network of operations ensures that we are unique in our ability to support our clients on a truly global basis.

We employ over 1,200 people across four continents, delivering services to clients in various sectors, including (but not limited to):

- Aerospace
- Automotive
- Battery & Electrification
- Building Products
- Fast Moving Consumer Goods
- Glass & Ceramics
- Metals & Minerals
- Paper, Canning & Packaging
- Pharmaceutical & Healthcare
- Power Generation
- Rubber & Tyre
- Warehouse Automation

1863	2000	2001	2002	2005	2007	2008	2011	2012	2016	2018	2021	2022
UK	France	Czech Poland	Germany Hungary	Russia Slovakia	Turkey	Ukraine Romania	Italy	India	Spain	USA	Sweden Australia	Japan Belgium

Our Core Values

As mentioned in the introduction, our business has always been driven by our core values, and these will shape the nature of our Corporate Responsibility programme. These values are:

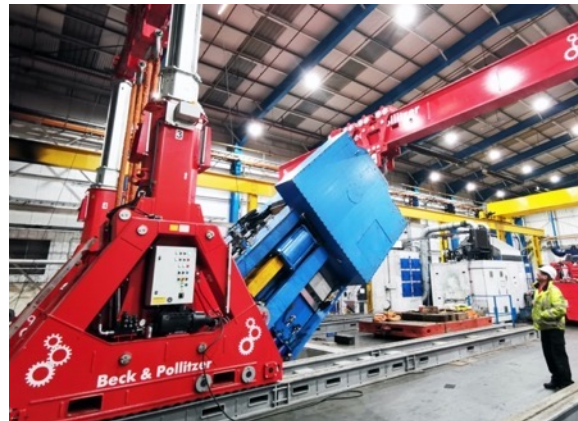
- **Safeguard the health and safety of all colleagues**
- **Always seek to collaborate and place our colleagues at the heart of what we do**
- **Be passionate about our customers and the projects we deliver**
- **Determined to be persistent and consistent in delivering the same high standards globally.**



Nothing is more important to us than the **health and safety** of our colleagues



We achieve more when we **collaborate** and recognise that our **colleagues are the heart of our business**



We are **persistent and consistent** in delivering excellence in everything we do



We are truly **passionate about our customers** and the great work we do for them

Our approach to CR

We wanted our Strategy to be:

- Authentic to Beck & Pollitzer
- Responsive to our stakeholders
- Highly focused
- Integrated across our business
- Clearly measurable with key performance indicators (KPIs)
- An opportunity to engage with customers at a local level



Although this is our first Corporate Responsibility Report, responsibility for conducting our business in an ethical manner has always been clearly communicated to colleagues, helping us secure sustainable growth for many years.

Our offices around the world are creating hundreds of local job opportunities via direct roles with Beck & Pollitzer and with our supply chain, and we've always sought to get involved with local communities and charities.

Results of an internal review of our current CR provision:

- Pockets of good environmental practice **but** lacking in measurement or targets
- The ambition to respond to individual needs **but** a limited group-wide framework to facilitate a consistent approach
- A high commitment to health and safety **but** opportunities for improvement
- Some community investment **but** some lack of clarity as to who can donate company funds
- Limited formal engagement with suppliers on social and environmental issues

These findings made it clear that Beck & Pollitzer was ready for a group-wide CR strategy. Our move to formalise our Corporate Responsibility provision began in August 2021 when we signed up to the **UN Global Compact** and invested in the development of our strategy in this vital area.

Forming our strategy

To create our CR strategy, the Senior Leadership Team explored current trends, opportunities and challenges within the Environmental, Social and Governance landscape.

An assessment was carried out of the current levels of responsibility in each of our business units to determine the extent of their ambitions.

The ways that other corporate leaders in responsibility started their journeys were looked at, as were established best practices.

UN Sustainable Development Goals

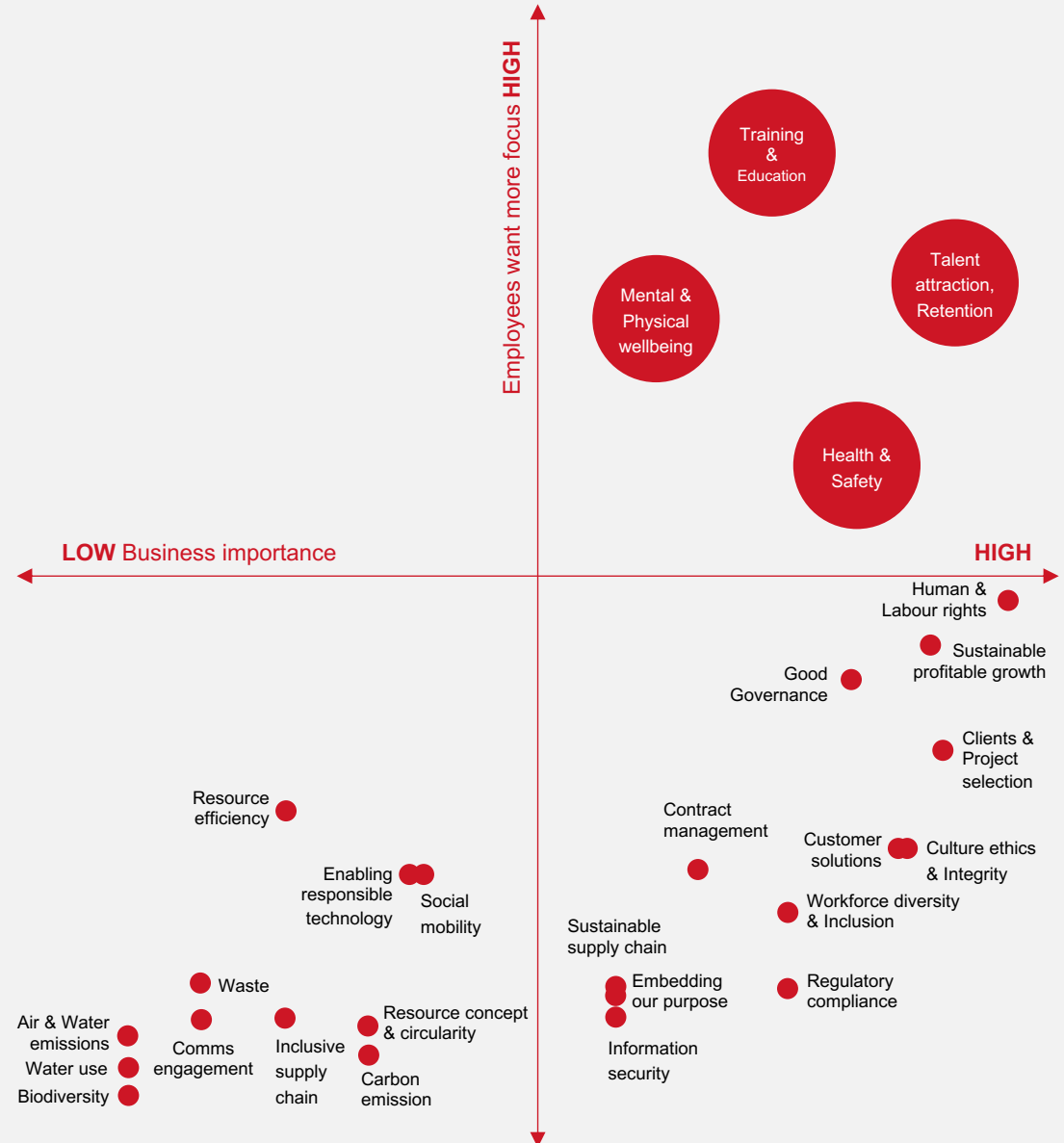
For each of our main stakeholders (employees, investors and customers), we asked which UN Sustainable Development Goals they felt were most important. The mapping of the responses showed that stakeholders prioritised the following UN SDGs:

- **3 – Good health and well-being**
- **8 – Decent work and economic growth**

(Employees also prioritised SDGs 4-Education, 16-Peace justice and strong institutions and 6-Clean water. Customers prioritised SDG 12 -Responsible consumption and production.)

We surveyed all of our employees and asked them what they wanted us to focus on more. We then mapped this against which issues were important for the business. The areas that were given the highest priority were:

- **Training and education**
- **Talent attraction and retention**
- **Mental and physical wellbeing**
- **Health and safety**



Corporate Responsibility

Our CR Framework

All of the steps we took enabled us to develop a CR framework that focuses on three key areas:

PEOPLE

Develop • Engage • Flourish

PARTNERS

Building dynamic partnerships

PLANET

Achieve Net Zero status

Programme activities

These align with 7 of the UN's Sustainable Development Goals, with 3 Primary Goals and 4 Secondary Goals.

Measuring success

This framework and the associated CR programme will be tracked using 9 KPIs, over half of which are people-focused.



Primary Goals



Secondary Goals





PEOPLE

Develop, Engage, Flourish



OUR EMPLOYEES

Our approach to CR is not top-down but instead, a process that maximises the ideas all colleagues have in improving responsibility and provides additional opportunities for employee engagement.

The success of our business is built on the safety and well-being of our colleagues. It's our priority to provide everyone with excellent training and opportunities for development in an environment that's accident-free and takes care of mental and physical wellbeing.

Key workforce facts



Engineers
Fitters
Operatives
Project Managers
Administrative



Removing and installing machinery
Project management and support
Administrative support



Customer sites
Our regional offices



14% Female
86% Male



Always challenging and interesting
At the forefront of industrial innovation
Plenty of travel for non-office staff
Short notice deployment for some projects



Employees enjoy being a part of big blue-chip investments. As one manager described it :

On the one hand you are on the cutting edge of history and on the other your life is not your own.

Improvements we are making



20th Anniversary celebration, Poland

Delivering One Beck & Pollitzer

Our goal is to build a sense of Beck & Pollitzer being one big family. We already celebrate landmark occasions at Beck & Pollitzer, such as office opening and anniversaries, and we plan to extend these kinds of communications.

All employees will benefit from initiatives designed to foster a Beck & Pollitzer Community, including:

- Local newsletters across our territories
- Recipe sharing
- Photography and other competitions

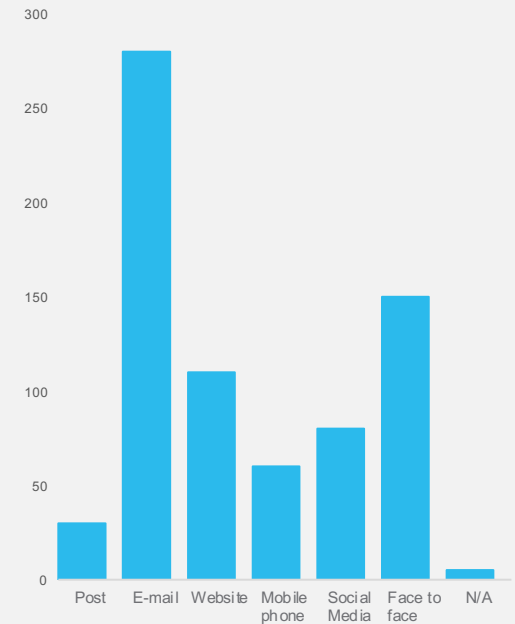
Conducting employee consultations

The nature of the work we do, combined with historic biases with this sort of career, means the majority of our employees are male. Projects often require staff to be away from home for extended periods. Our employee retention in 2021 was 82%

Across our group, the employee Net Promoter Score (eNPS) was 2%. Going forward, we will be asking employees more about the kinds of projects that are most attractive to them, so we can understand the impact different contract conditions are having on their job satisfaction and overall wellbeing.

Communication and information

In our 2021 employee survey, 73% of the replies said that you have sufficient news and information about Beck & Pollitzer as a company, and your preference was to receive communication via Email.



10th Anniversary celebration, India



20th Anniversary celebration, Czech Republic



20th Anniversary celebration, Czech Republic



Investing in learning and development

In 2021, the **average annual training hours per employee was 23 hours**. We are looking to improve this by introducing two programmes designed to give our employees the chance to earn professional qualifications while improving their knowledge of best practise and preparing them for future opportunities:

LEAD@B&P

For the majority of our leadership team

PROJECT MANAGEMENT ACADEMY

Developing project management skills.

Both courses are part-time and last for 2 years. They consist of a mix of online, in-person, individual and classroom-based learning.

As the business develops, we anticipate creating more opportunities across the globe and will be introducing initiatives that ensure everyone has access to information about new vacancies.



Leadership Conference, 2022

Investing in health and wellbeing

Health insurance is available to employees on a national basis, with wellbeing lunches held in some environments and relaxing breakout areas provided in others.

Our aim is to bring more consistency to these provisions in all territories, and over the next few years aim to ensure occupational health checks are carried out.

For off-site workers, we are aiming to make staying away from home for long periods a more pleasant experience. Initiatives include:



Booking apartments instead of hotels



Paying for family visits



Allowing workers to return home for long breaks



Investing in our communities



Healthy snacks, HQ



Lunch area, Turkey



Entertainment area, France



Continuous improvement in health and safety

Beck & Pollitzer places the health and safety of our workforce and those who work with us as our highest priority. Health & Safety is embedded in everything we do, from the planning of our work activities to the processes we use each day.

Beck & Pollitzer has a highly skilled workforce and that includes qualified and accredited specialists, providing the expertise to enable the company to manage the health, safety and well-being of our workers and safeguarding other contractors on our sites. This expertise provides the confidence and commitment to our clients that health and safety is given the utmost priority in the undertaking of their projects. Most of our operations (53%) are carried out under the ISO 45001/OHSAS 18001.

Beck & Pollitzer's philosophy is that all accidents can be prevented, no matter the location, the scale or the complexity of the project. To this end, the company promotes a zero-accident culture within the business, supported through the active involvement and training of our employees in all our H&S programmes – from our Senior Leadership Team to our front-line operatives. Across the group, Beck & Pollitzer had an Accident Frequency Rate of 0.295 in 2021.

Issues are discussed every month across the company with accidents and near misses analysed to see where improvements can be made.

ROSPA Gold Award Winners for 5th year in a row

We're delighted to have won a prestigious gold award from the Royal Society of the Prevention of Accidents in the UK, recognition of the effectiveness of our standardised approach to health and safety. It's evidence of the importance we place on these issues, and our determination to continue winning the award means we never rest on our laurels and always look to get even better.



Toyota shutdown

In recognition of the Excellent safety activity during the summer shutdown period (2021), Beck & Pollitzer UK were awarded an unprecedented three Safety Excellence Awards from Toyota Motor Manufacturing UK (TMUK).

HSE Data for 2021- Annual incident statistics

	Employee	Sub-Contractor	Agency	Client	Member of Public
Major	0	0	0	0	0
Minor	6	1	1	0	0
Near miss	2	1	0	0	0
Property damage	4	2	0	0	0
Dangerous occurrence	0	0	0	0	0



Examples of employee-led community initiatives run by our teams in different countries.



Sponsoring Redheugh U15s football team in Gateshead



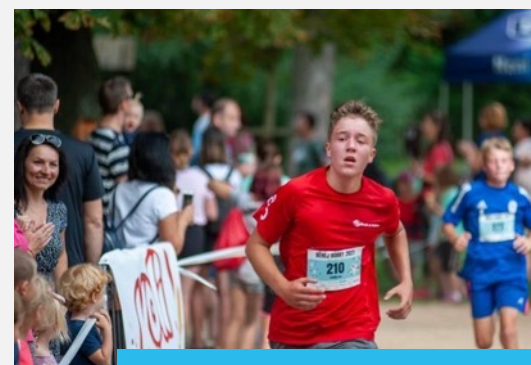
Donating to children's summer camps



Gifting Christmas presents to families in need



Encouraging employee blood donations



Marathon fundraising



PARTNERS

Building dynamic partnerships



OUR PARTNERS

Customers

We strive to be the partner of choice for our customers by being agile and consistently delivering an outstanding service.

Suppliers

Our main suppliers are agencies which supply professionals engaged on a project-specific basis. We are working to standardise contracts with these agencies to ensure all necessary taxes are paid and that workers benefit accordingly.

Romain Prouvost,
Chief Development Officer:



At Beck & Pollitzer, we thrive on building long-standing relations with our customers. By listening to their needs and providing a tailored, professional services, we ensure success and continued partnerships.



Investing in our relationships

Our customers are as versatile as our employees' skills, and range from small organisations to multi-national manufacturers and OEMs. We support small local companies developing new technologies, or global industrial giants changing the way we do business.

We pride ourselves in long term relationships working alongside them as they invest in new technologies, process and locations.

As such we are keen to understand our customers' needs and how we can deepen our partnerships. We regularly engage with them including through regular face-to-face meetings, surveys and feedback.

At the end of each project, we survey our customers through Customer Voice. Our response rate in 2021 varied considerably from country to country but across the group averaged 19%. We also achieved an overall satisfaction rate of 80%.

Going forward we aim to increase our response rate and include questions about their views on our corporate responsibility.



TMMCZ Winter Changeover 2021:



298

Operatives



24

Hours a day



10

Days duration



Our approach to Ethics

We are proud of our investment in policies and training on business ethics. Our policies are reviewed regularly, and ethics is discussed regularly at the Board. Our website has our policies on:



Whistleblowing



Anti Bribery and Corruption



Anti Money Laundering and Counter Terrorism



Anti Tax Evasion Facilitation

Operational management are responsible for liaising with external advisers to ensure that new legislation is identified, and relevant action take.

Whistleblowing procedure and independently administered helpline which enables colleagues to raise concerns in confidence.

We track completion of ethics training by all those who are required to do it. However, our ethics training needed physical presence for completion and with the pandemic, this was not possible. We will be relaunching our ethics training on a new learning platform in 2022 and report to the Board completion levels.

Supporting labour and human rights issues throughout our supply chain

We're committed to ensuring transparency in our business and our approach to tackling modern slavery throughout our supply chains, in line with our obligations under the Modern Slavery Act 2015.



Contracting processes

We are evolving and updating our contracting processes to include specific prohibitions against the use of force, compulsory or trafficked labour, or anyone held in slavery or servitude. We are also vigilant regarding any child labour.



Confidential whistleblowing process

If any employee suspects issues with modern slavery or human trafficking within the group or across the supply chain, they are able to report their concerns through a confidential whistleblowing process. Any issues raised are investigated and acted upon as required.



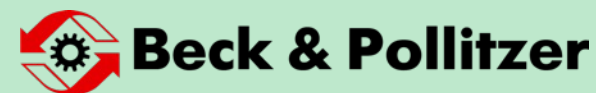
Global Procurement & Supplier Code of Conduct

Moving forward, we are investing in our global procurement function and aim to introduce a Supplier Code of Conduct which will extend our social and environmental requirements of our suppliers. We will also systematically include social and environmental factors in our assessment of potential suppliers.



PLANET

Attain net zero



OUR PLANET

Given the large size of our company, our impact on the environment is small due to the nature of our business.

We do not produce or generate anything or consume much. We move and install equipment. As a result, we have some environmental management systems in place, and in Poland, our operations meet the ISO14001 standard, but we are not looking to extend these provisions at the current time.

Ivo Vesselinov, CFO:



A key component to improve our environmental footprint is our investment in more electric vehicles – especially forklift trucks.



Travelling to customer sites

We are committed to reducing our greenhouse gas emissions via phasing out the use of fossil fuels to drive cars. We mainly use diesel vehicles, although we are gradually switching to electric vehicles where possible. At present, however, in many of the countries where we operate, there are no reliable charging points our vehicles can use en route to customer sites.

Working at customer sites

Most of our employees work on customer sites. It means the majority of our energy use here is related to moving equipment and using forklift trucks and other machinery. We generate very limited waste at these sites. There is some water and electricity usage, of course, as well as packaging recycling needs if our customer does not dispose of these themselves.

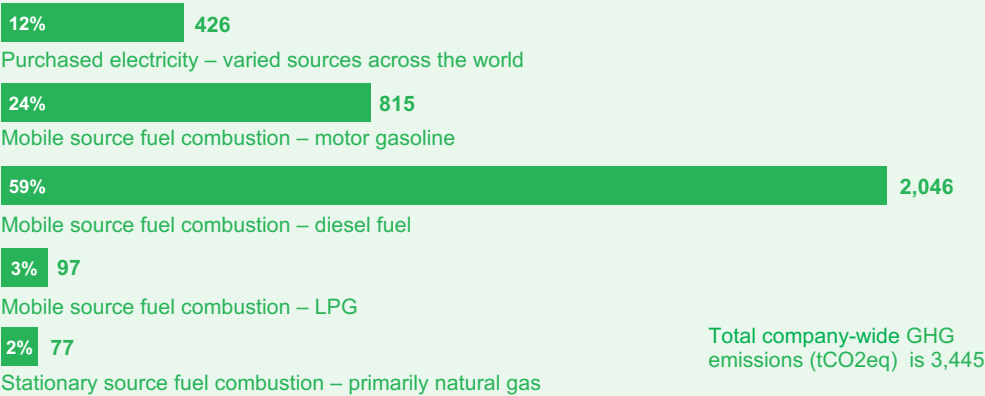
In most countries, there are strict regulations that we always comply with, always aiming to exceed the local requirements where possible. In some countries where we operate, there are no collections for recycling waste, but we follow national recycling schemes where possible.

Working in our offices

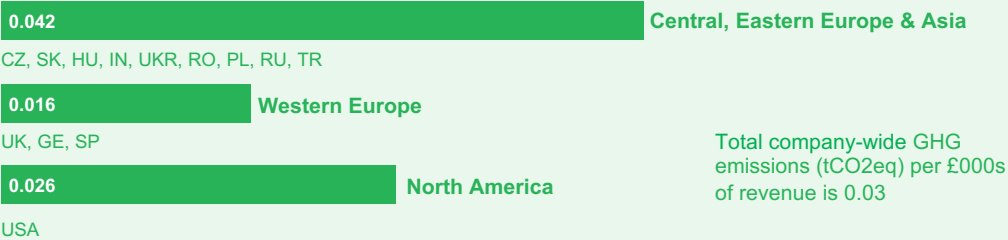
Our offices are small administrative centres that we rent, except for one in Poland. As a result, we are limited in how we can measure our footprint, energy usage and recycling. However, processes are in place at most of our sites to ensure:

- LED lightbulbs are used
- Lights switch off automatically when not needed
- Waste is separated into paper and plastic for easy recycling
- Recycled paper is used for printing

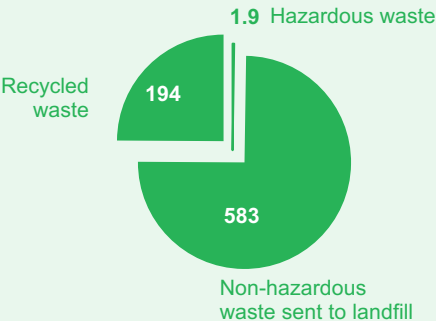
Breakdown of GHG emissions (tCO2eq) by source



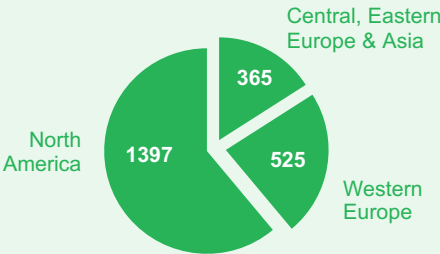
Carbon intensity: GHG emissions (tCO2eq) per £000s of revenue by region




Total waste in tonnes



Estimated water use by region in m3



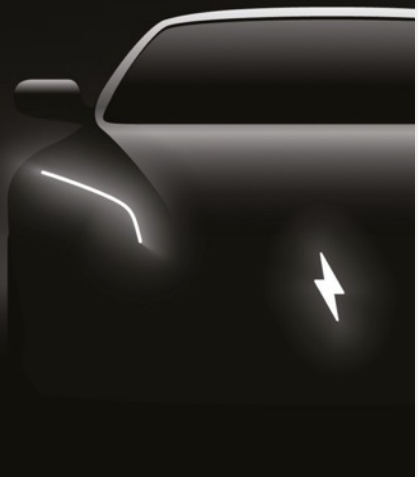


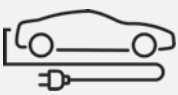


Building a greener future together

We are committed to making a difference
At Beck & Pollitzer, we are actively supporting the global transition to a greener future by supporting the battery and electric vehicle sectors and building the new manufacturing technology that will help move people to greener, more sustainable energy.

www.beck-pollitzer.com





Donation to WWF as part of our Battery and Electrification campaign



Planting over 100 maples in the south district of Saint-Petersburg



Appendix

Colleague Survey 2021

The employee survey, which was distributed in December 2021, asked colleagues about which issues they are most concerned with regarding their job satisfaction. Their responses are used to inform Beck & Pollitzer's Corporate Responsibility strategy and policies.

Our country offices helped ensure the survey was available in French, English, German, Russian, Hungarian, Slovak, Czech, Romanian, Polish and Turkish and it was completed on a computer, cell phone and paper.

It was circulated locally in France, UK, Germany, Russia, Hungary, USA, Slovakia, Czech Republic, Romania, Poland, India and Turkey.

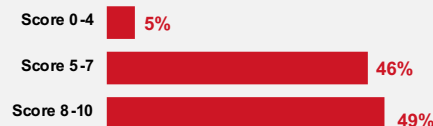
480 people groupwide replied, which is 45% of our total employees.

** Survey questions not already covered in the report*

Employee satisfaction and pride

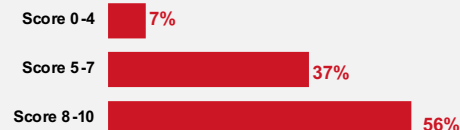
On a scale of 0-10, how satisfied are you with your job at Beck & Pollitzer?

The average score was 7.3.



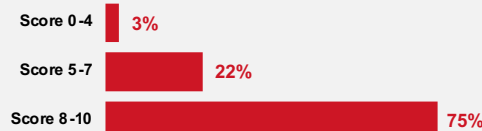
On a scale of 0-10, how likely are you to recommend Beck & Pollitzer as a place to work?

The average score was 7.4.



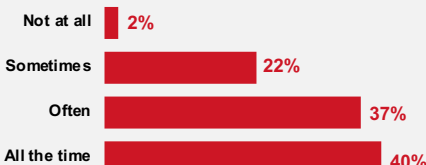
On a scale of 0-10, how likely are you to recommend the services of Beck & Pollitzer?

The average score was 8.4.

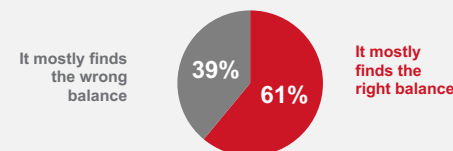


Your role

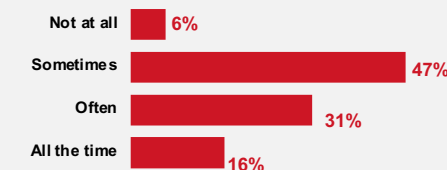
Does Beck & Pollitzer give you the necessary tools and equipment to do the job well and safely?



What do you think about the company's approach to work/life balance?



Do you feel valued for your contribution as a Beck & Pollitzer employee?



A note on data

Data in this report represents a handful of the data that we collate across the business to understand and manage our social and environmental impact. As we progress in our journey, we aim to publish other indicators as our programmes develop.

Our 2021 data collection would have been affected by the pandemic and the fact that we were collating some new indications especially in relation to the environment. Some of our countries had to estimate items such as fuel use etc. We aim to continually improve the quantity and quality of social and environmental data collected and reported.

Data included is for the period 1 January 2021 - 31 December 2022.