

Potential, People, Planet



Our work to build a sustainable business



The Brown and Carroll Sustainability Charter

Our aim is to be a sustainable business. We want to succeed while supporting our staff, suppliers, communities and our environment. This Charter is our commitment to creating premium quality work that enriches both people and places – sustainably.

We will:

1. Work to reduce our non-recyclable waste to the minimum.
2. Be imaginative in finding ways to recycle materials, from wood and plastics to paint and solvent – and invest in technology that helps achieve this goal.
3. Always recommend the most environmentally friendly materials suitable for any project.
4. Source only materials produced by people who have been treated fairly at every stage of the supply chain.
5. Only use materials that meet accredited environmental standards, from suppliers with robust environmental policies.
6. Choose materials that are transported as sustainably as possible.
7. Ensure that hazardous products are used safely, recycled where possible and disposed of safely.
8. Invest in the wellbeing, safety and skills of our staff and apprentices.
9. Support our local communities through partnership and sponsorship and by donating skills and time.
10. Reduce our carbon footprint year-on-year, with the aim of becoming a carbon neutral company by 2025.

Putting sustainability at the heart of our work

At Brown and Carroll, we don't just pay lip service to the idea of sustainability – we work hard to put it at the heart of all we do.

From investing in innovative equipment that cuts emissions and shrinks our carbon footprint, through to investing in our staff's skills and wellbeing, improving our communities and replacing resources we use, we are making a positive difference.

Our success is built on the talent of our people, the quality of our materials and the goodwill of our clients and communities. So we are always looking to put something back and to find fresh ways to invest in **potential**, **people** and our **planet**.

This short booklet tells the story of just some of the ways we do it.

Paul Carroll
Managing Director
Brown & Carroll

Sustainability at a glance

500

tonnes of timber, cardboard and paper recycled annually

97%

of our waste materials avoid landfill

100%

of our timber is from accredited, sustainable sources

57

tonne reduction in emissions, thanks to our biofuel boiler

80%

of our solvent is recovered after each use

6

trees planted for every cubic metre of timber we use

Potential



Innovating to reduce our environmental impact

It's a matter of principle for us to invest in technologies that reduce our impact on the environment.

70% of our spray-applied finishes are now water based, cutting solvent use. When we do use solvent based materials, we work hard to keep usage and VOCs to a minimum.

Our paint solvent recovery system allows us to separate clear solvent from leftover paint and lacquer, which is then re-used instead of wasted. The residual waste from the process is also non-hazardous, reducing Health and Safety risks. Thanks to this innovation, we have achieved a 80% solvent recovery rate and our system is now showcased on the Considerate Constructors Scheme (CCS) Best Practice Hub. We have also reduced VOC levels from 6 to 1.3 tonnes over the last four years.

We also minimise the impact of solvent use thanks to our infra-red

solvent drying booth, which reduces drying times and oxides, while destroying VOCs.

Also a major investment, our Biomass Boiler significantly reduces our energy usage. It burns waste efficiently to generate hot water for our factory, power our spray booths and provide underfloor heating for our offices. This not only cuts our consumption of natural gas by 308,000 kWh each year, but it also reduces our greenhouse gas emissions by 57 tonnes. It also saves 500 tonnes of waste from landfill each year. In addition, we help out the local community by accepting combustible waste from local joinery firms, saving even more material from landfill.

We also want the materials we use to have minimal impact on our environment, so we always source timber, paper, cardboard and similar materials from sustainable, accredited sources.

Other innovations we have put in place include:

- Using custom-built Iveco vans that conform to Euro 6 emissions standards – the most eco-friendly rating available.

- Expanding our premises by acquiring a new unit. The increased storage capacity gives us more flexibility and cuts the number of deliveries we need, reducing our carbon footprint. Our proximity to London and smart route planning also cuts mileage.

We also work at the forefront of sustainable architecture, changing the way that materials are used. For example, we have been involved in creating innovative, modular 'Jack' meeting rooms for Google UK's St Pancras offices. Made from sustainable spruce plywood, these can be taken down and reassembled elsewhere in a matter of hours – meaning the same materials can be re-used and reconfigured in different locations. This also eliminates the need for drywall, permanent spaces. Developed prototypes of 'Jack' offices have now been introduced to other Google offices globally.

Working to the highest independent standards

Brown & Carroll is regularly involved in major projects that are subject to independent environmental, sustainability and health & safety assessment. These ensure that the

People

resources we use are sustainable, traceable and have a lower impact on the environment – from FSC certified timber to low VOC solvents. Every member of Brown & Carroll's team takes responsibility for working to the high standards set by the following assessment schemes:

- **BREEAM** (Building Research Establishment Environmental Assessment Method). The world's leading sustainability assessment method for masterplanning projects, infrastructure and buildings. It recognises and reflects the value in higher performing assets across the built environment lifecycle, from new construction to in-use and refurbishment.
- **LEED** (Leadership in Energy and Environmental Design). An internationally recognised green building certification system, providing third-party verification that a building or community was designed and built using strategies aimed at improving performance across all the metrics that matter most: energy savings, water efficiency, CO2 emissions reduction, improved indoor environmental quality, and stewardship of resources and sensitivity to their impacts.
- **SKA**. An environmental assessment method, benchmark and standard for non-domestic fit outs, led and owned by the Royal Institute of Chartered Surveyors (RICS).
- **WELL**. The WELL Health-Safety Rating for Facility Operations and Management is an evidence-based, third-party verified rating for all facility types, focused on operational policies, maintenance protocols, emergency plans and stakeholder education to address a post-COVID-19 environment now and broader health and safety-related issues into the future.

We also take pains to ensure all of our wood-based products are FSC or PEFC certified, meaning they are from verifiably sustainable and ethical sources.



Investing in people, communities and their futures

We work very hard to nurture local talent, keep our employees safe, and put something back into the local – and global – community. We're proud of our success and we believe we have an ethical responsibility to help others. This is just some of our work in this area:

Supporting talent and potential

- We've trained 35 apprentices since 1999, with 29 currently enjoying careers with us. We are proud to be recognised nationally as a Top 100 Apprenticeship Employer.
- As part of STEMNET (the Science, Technology, Engineering and Mathematics Network), we run inspirational workshops at a local school and provide students with work experience opportunities.
- We are fully committed to diversity and equal opportunities in the workplace.

Supporting wellbeing in the workplace

- All staff who work in our spray shop, mill, bench shop, upholstery, metalwork and stores area receive a free annual health check via a visiting health screening vehicle.



- Our Breathe Freely initiative, in collaboration with the British Occupational Hygiene Society (BOHS), saw us put extra measures in place to protect staff from breathing in wood and MDF dust.
- We use state-of-the-art dust extraction systems to protect employees in the workplace, feeding particles from all tools and equipment to our biomass boiler, where they are burnt safely – and provide energy.
- Dust levels are rigorously monitored in our workshop and samples are taken from each tool and machine. Typically, levels are at 0.25 parts per million, 1/20th of the legal limit of 5 ppm. At peak times, dust levels rarely exceed 1 ppm.



- Wrightway Health provides occupational health and wellbeing services to all our employees.

Supporting the local economy

- We source services locally wherever possible, as well as products such as FSC and PEFC accredited timber.

Supporting the local and global community

- We undertake stringent vetting of our supply chain to ensure none of it is reliant on modern slavery. We have firm anti-modern-slavery policies, checks and procedures and the topic is a standing agenda item at management meetings.
- The Considerate Constructor Scheme recognised us with a community award for our collaboration with Overbury on an UltraSite, as well as the work we do as a company. The project scored an exceptional 47 out of 50.
- We invested in a water cooler from AquAid, which directly funds education, sanitation and clean water in poor regions of Africa.



- Our many other community initiatives have included sponsoring the Fruit4Schools scheme, fitting out a church kitchen at no cost, and taking part or donating to a wide variety of charity events.
- Colleagues donated their time to a Scout Action Day, helping to renovate the 17th District Beaver Hut in Barking, as well as transforming the garden into a usable space.



Giving back to the environment and protecting its resources



The nature of our work means that we rely on natural resources for high-quality timber, cardboard and other wood-derived products. To keep our carbon footprint to a minimum, we make a huge effort to replace trees – working with partners such as local Wildlife Trusts and Thames Water in ways that also benefit our local communities. Our efforts to protect and enhance the natural environment includes the following.

Reducing our carbon footprint

- Our aim is to plant six trees for every cubic metre of timber we use.
- We have just embarked a new relationship with Thames Water to plant an initial 750 trees at Walthamstow Wetlands, London's newest and largest wetland site. We hope to help plant many thousands of different tree, bush and hedge species in partnership with the company over the coming years.



- We've funded the planting of 30,000 trees, hedging plants and woody shrubs in partnership as part of our Time4Trees project. Working with the Essex Wildlife Trust, London Wildlife Trust and schools, we are creating a living legacy for future generations.
- We fund 100% biodegradable tree guards for our tree planting projects, notably at internationally important wetland site and popular community resource, Abberton Reservoir in Essex, which is managed by the Essex Wildlife Trust. The guards last for three to four growing seasons, before rotting from the bottom up and enriching the soil – an eco-friendly alternative to using thousands of hard-to-dispose of plastic alternatives.
- We have sponsored over 18,000 trees, bushes and hedging plants at Abberton Reservoir alone, ranging from oak, field maple and holly to crab apple, dogwood and hawthorn.
- Our sponsorship saw 750 mixed native hedging plants installed at Northaw Community Orchard, which encourages members to grow their own food. The bee-friendly hedges helped to secure the perimeter of the land and contribute to biodiversity and improve pollination.

Protecting the local and global environment

- We're proud to be a corporate member of the Essex Wildlife Trust's 'Investor in Wildlife' scheme, helping to fund the management and protection of 8,400 acres of Essex habitat.
- Brown & Carroll is also a member of the Big Blue Ocean Cleanup programme, which works to save wildlife, protect our oceans and raise awareness about pollution in our seas.
- We were one of the first to gain FSC® C002962 certification in 2004, at a time when sourcing timber from sustainable forests was far from easy. These high standards mean we can be sure our timber comes from forests which are managed responsibly, limiting the environmental impact of our work.



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