

# The Federation of Piling Specialists (FPS) Sustainability Charter

Sustainability is essential for the future of the FPS, our stakeholders and the planet as a whole. The continual introduction of legislation means that “business as usual” is no longer an option.

FPS members fully accept that significant changes are required to ensure our businesses and the geotechnical industry as a whole operates sustainably. The FPS also acknowledges that there are significant opportunities for piling and ground engineering companies as we build a more sustainable future. This Charter therefore sets out the immediate areas where our members can have the most impact as well as establishing the structure to ensure continued improvement on the journey to achieving net zero by 2050. All members are committed to the principles and requirements outlined within this Charter.

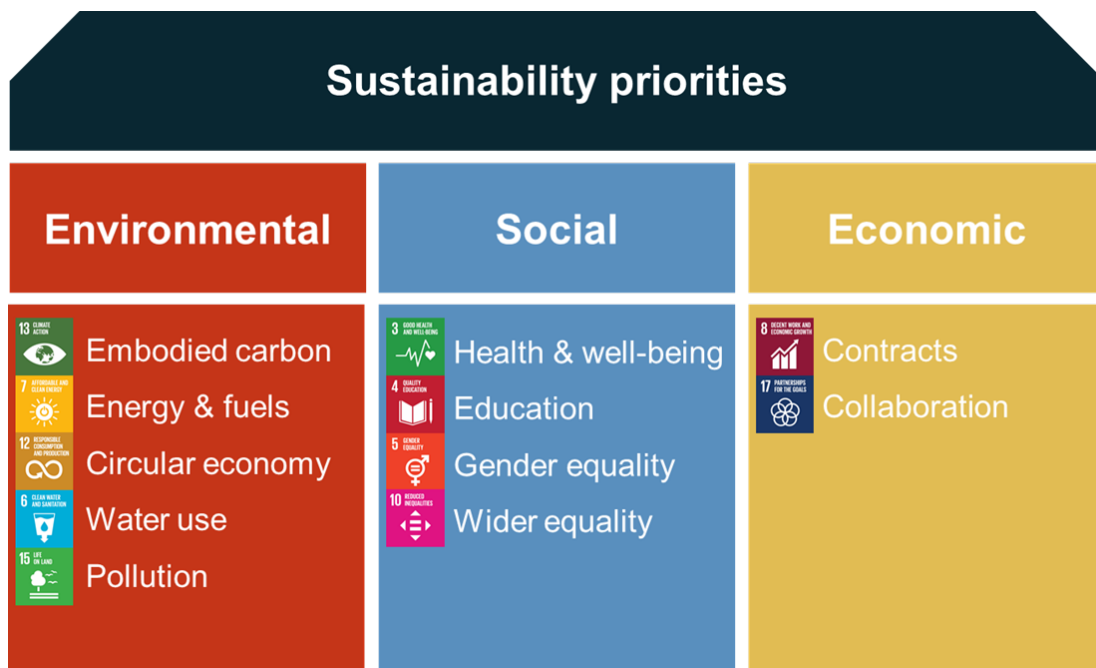
## Definition of sustainability

The FPS defines sustainable development as “development that meets the needs of the present without compromising the ability of future generations to meet their own needs” (Brundtland report, 1987). More specifically, we target the 3 pillars of sustainability: Environmental, Social, and Economic.

## The FPS sustainability priorities

Beneath these environmental, social and economic sustainability columns, we align our initiatives with the UN Sustainable Development Goals (SDGs). We use these goals because they are holistic, global and already used by a number of our members and stakeholders.

They provide a common language for us to communicate our sustainability strategy. For more on the ongoing work of the FPS to advance these sustainable development goals, **see appendix 1**.



The FPS sustainability priorities

# Environmental Commitments



## Carbon pledge

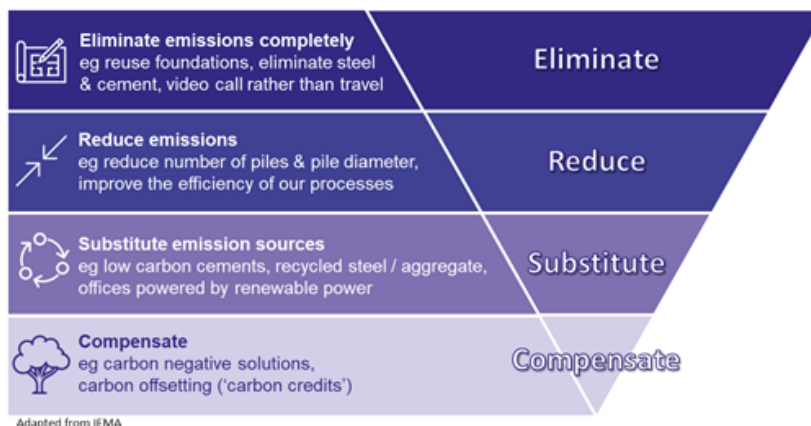


### FPS Members commit to:

1. Members will be net zero for Scope 1 (direct emissions from fuels) by 2050
2. Members will be net zero for Scope 2 (indirect emissions from electricity) by 2050
3. Members will be net zero for Scope 3 (all other indirect emissions) business travel, waste disposal and material transport by 2050
4. Achieve year-on-year reductions in CO<sub>2</sub>e / £m revenue

### All members also commit to the following actions to achieve these net zero pledges:

5. To disclose quarterly scope 1,2 emissions to the FPS / EFFC from 2023 onwards
6. To train and upskill our estimators/engineers on using the EFFC-DFI carbon calculator by the end of 2024
7. To calculate and submit project specific scope 3 emissions for all projects over £1 million revenue on a quarterly basis from 2023 onwards
8. To improve their understanding and develop their use of low carbon designs and materials
9. Ensure all newly purchased piling plant used by our members are Tier 4 final or higher.
10. All member companies shall have a policy of no idling of plant and vehicles on site and implement on site.
11. To invest in low carbon equipment and machinery, transitioning away from traditional fossil fuel powered equipment by 2040
12. To assess their climate risks and opportunities, in alignment with the taskforce for climate-related financial disclosures (TCFD). All members to have a TCFD disclosure by the end of 2025
13. To share carbon reduction best practices with other FPS members
14. To actively participate in the FPS sustainability working group and integrate sustainability into the work of the other FPS working groups
15. To work in accordance with the FPS and EFFC carbon hierarchy as defined below:

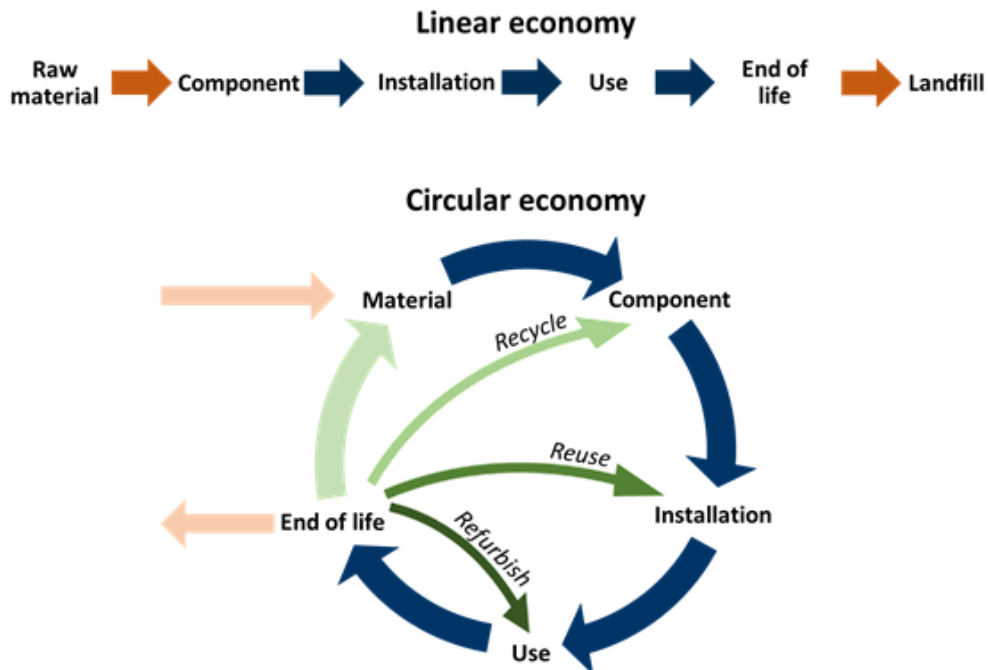


**Carbon hierarchy from the EFFC carbon reduction guide, 2022**



### Circular economy pledge

The circular economy covers raw material use, use of secondary materials, product robustness in order to extend useable lifetime, and waste production. A comparison between circular and linear economy is shown in the diagram below.



#### **FPS members commit to:**

16. Measure and report their impact on the circular economy through the reporting of raw material use, principally concrete / grout and reinforcement. FPS sustainability working group to develop and agree how members can calculate and disclose these statistics.
17. Ensuring all maintenance yards have standard recycling, covering at least metals, wood, PET and HDPE plastics
18. Sharing circular economy best practice, including implementing the EFFC circular economy guide



### Water use pledge

19. Members commit to measure and implement strategies to reduce water use on fixed premises.
20. At a site level members commit to undertaking reasonable endeavours to measure their water use on site e.g. through the use of a flow meter or other such devices.
21. Members commit to share best practice for water reduction at a site and operations level



### Environmental pledge

22. Members continue to commit to not compete on environmental incidence reduction
23. Members commit to measure incidences and near misses, reporting these to the FPS
24. Members commit to share best practices and lessons learnt with the FPS (SWG's)

# Social Commitments



## Health and well-being pledge

- 25. Members continue to commit to not competing on safety
- 26. Members commit to measure incidences and near misses, reporting these to the FPS
- 27. Members commit to share best practices and lessons learnt with the FPS
- 28. Members commit to appoint mental health first aiders, at least one acting as champion within the business, and to run tool box talks on well-being.



## Education pledge

- 29. Members commit to measure levels of attraction (new starters), retention and turnover of employees and anonymously report on an annual basis by 2025.
- 30. Members commit to support and engage with the FPS Apprenticeship Scheme ensuring that a set minimum number of apprenticeships are committed to annually
- 31. Members commit to support the development through enrolment on training schemes for machinery operators and off-site disciplines in line with a minimum FPS quota
- 32. Members commit to running sustainability toolbox talks for site teams, such as those offered by the Supply Chain Sustainability School.
- 33. Members commit to share best practice for employee education and development



## Diversity, equity and inclusion pledge



- 34. Members commit to measure age, gender, ethnicity and ability within their business and anonymously report to the FPS annually by 2025.
- 35. Members commit to calculate their gender pay gap annually from 2024 onwards
- 36. Members commit to running toolbox talks and campaigns on diversity, equity and inclusion
- 37. Members commit to share best practice for improving diversity, equity and inclusion through engagement with the FPS and through the audit process

# Economic Commitments



## Contracts pledge

38. Members commit to participating in the FPS Commercial working group and support sustainability initiatives in this group
39. Members commit to report order statistics on a quarterly basis
40. Members commit to share best practice for integrating sustainability clauses and requirements into contracts
41. Members commit to engage with the supply-chain fairly in line with Build UK's contract terms recommendations



## Collaboration pledge

42. Members commit to collaborate with other FPS members and associate members to help meet the pledges in this Charter
43. Members commit to participate in the work of the FPS sustainability working groups
44. Members commit to collaborate with wider stakeholders, including other trade associations, legislative bodies and clients for sustainable development
45. Members commit to regularly review and update this Charter, to ensure the FPS members remain at the forefront of sustainable geotechnical practices

# Policies

**All FPS members will have the following policies. These will be verified in the FPS audits:**

- ISO 14001 environmental management standard
- ISO 45001 occupational health and safety standard
- Sustainability policy, with commitments covering the FPS pledges
- Carbon reduction strategy and policy
- Equal opportunities policy
- Diversity, equity and inclusion policy
- Anti-bribery policy
- Modern slavery policy

# Appendix 1

## What does this Charter mean for FPS Members?

As FPS Members, we commit to supporting the improvement of each sustainability priority. In practice, this means:

- Supporting the work of the FPS sustainability working group and specialist subgroups in achieving the sustainable development goals.
- Integrating sustainability improvements into the recommendations of other FPS working groups.
- Publishing good practice guides, running webinars and presenting at conferences to educate the sector on sustainability and share good sustainability practices among FPS members.
- Measuring and benchmarking key sustainability objectives in FPS member audits and statistics, including safety and carbon metrics.
- Collaborating with other trade associations, legislative bodies and other stakeholders to achieve sustainable development.

Through these steps, we aim to improve the sustainability of the geotechnical sector. This will help differentiate FPS members from other geotechnical companies, based on our sustainability commitments and actions. It is the intention to produce a separate guidance and route map to aide the transition to net zero which will be published by the FPS in due course. The FPS Sustainability working group will continue to share the latest guidance, trends and advice, as well as reporting on the statistics and progress of the various pledges.

**When aligned to the 3 pillars of sustainability, the 2023 priorities and task groups are as follows:**

