



Sustainability Report 2021

“Sustainable development is the development that meets the needs of the present without compromising the ability of future generations to meet their own needs”

– Brundtland Definition, 1987

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Introduction

The management of Morson Talent is committed to sustainable development. Concern for the environment is an integral and fundamental part of this commitment. Our goal is Zero Harm and our aim is to reduce the impact on the environment from our operations.

Morson Talent has committed to achieve net zero carbon emissions by the end of 2023 (scope 1&2), and to continually reduce carbon emissions in absolute terms.



In delivering sustainable development we recognise that our activities can have both a positive and negative impact on the environment, people and wider communities. In the delivery of our strategic direction, we will ensure that environmental, social and economic impacts are fully considered.

Morson Talent will adopt a systematic approach to environmental management and implement environmental management systems as specified by ISO 14001.



We will ensure that we make Sustainability a priority and emphasize integration of sustainable thinking and action in the efficient use of resources and acting responsibly in our corporate activities and corporate Governance in order to reduce our impact on our environment and to have a positive impact in our communities.

We will choose behaviours and make decisions that reduce environmental impacts and increase the Social Value of our operations.

We will seek opportunities and make decisions that strengthen our communities. Inform our employees and workers of their corporate Sustainability responsibilities and opportunities. We will measure collate and act upon relevant sustainable development metrics and report performance, actions and future goals to the business. Make decisions that support the long-term profitability of our business. Collaborate with partners and our supply chain to create and implement more sustainable practices including the prevention of Modern Slavery. Collaborate with our clients in the integration of sustainability into their business strategies and practices. Make decisions that support the long-term profitability of our business. Ensure we provide sufficient resources and opportunities for the development of staff through training.

Gareth Morris – Group HSQE Director

Sustainable development goals



Morson Talent aims to achieve these goals by doing the following:

1 NO POVERTY



- Minimum wage paid
- Pay through HMRC compliant payroll organisation

2 ZERO HUNGER



- Support charities
- Modern slavery and anti-trafficking compliant

3 GOOD HEALTH AND WELL-BEING



- Health & wellbeing initiatives amongst staff & workforce

4 QUALITY EDUCATION



- Support local educational establishments
- Morson training
- Apprenticeships

5 GENDER EQUALITY



- Equality, diversity & inclusion policy
- Initiatives

6 CLEAN WATER AND SANITATION



- Ensure clean water on worksites
- Charity support

7 AFFORDABLE AND CLEAN ENERGY



- Drive towards carbon Neutral energy supply
- Providing services to energy & utility providers

8 DECENT WORK AND ECONOMIC GROWTH



- Providing local employment
- Apprenticeships
- Supporting economic growth

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



- Supporting industry, developing innovative solutions
- supporting infrastructure projects

10 REDUCED INEQUALITIES



- Equality, diversity & inclusion policy initiatives

11 SUSTAINABLE CITIES AND COMMUNITIES



- supporting local SMEs

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



- Sustainability policy
- Environmental ISO14001
- ESOS
- SECR

13 CLIMATE ACTION



- Carbon reduction strategy
- Road To Zero Pledge
- Electric / hybrid cars in fleet

14 LIFE BELOW WATER



- Responsible purchasing, eliminate single use plastics, reduce water consumption and waste water

15 LIFE ON LAND



- Support re-forestation projects, Tree planting offset scheme

16 PEACE, JUSTICE AND STRONG INSTITUTIONS



- Equality, diversity & inclusion policies

17 PARTNERSHIPS FOR THE GOALS



- Collaborate with clients, industry forums, government initiatives to promote the sustainable goals, Supply chain school partner



Emissions



Scope one Emissions in Tonnes CO2e

Gas	62.30
Fleet Petrol & Diesel	688.39

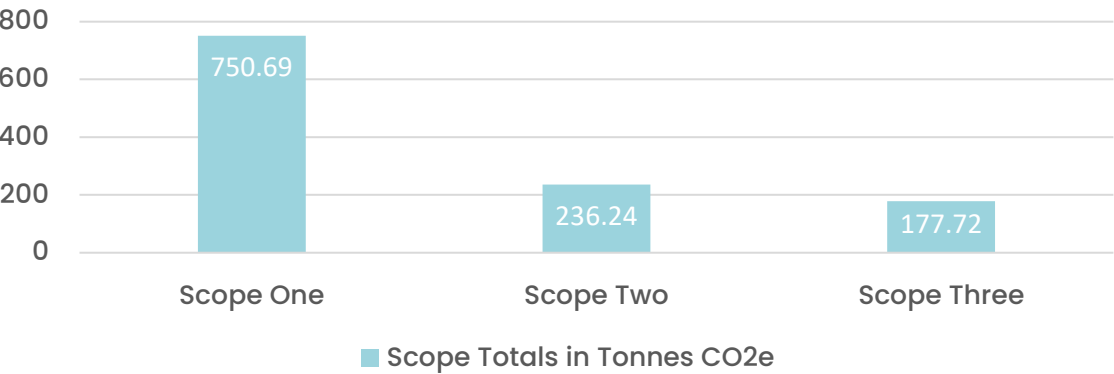
Scope Two Emissions in Tonnes CO2e

Electricity	236.24
Electricity Renewable	(101.01)

Scope Three Emissions in Tonnes CO2e

Business Milage Claims	52.39
Air Travel	121.28
Rail Travel	4.05

Total Emissions	1,164.65
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Emissions



Scope one Emissions in Tonnes Co2e

	2017	2018	2019	2020	2021
Gas	68.27	53.37	69.72	88.19	62.30
Fleet Petrol & Diesel	484.98	509.63	709.39	742.32	688.39

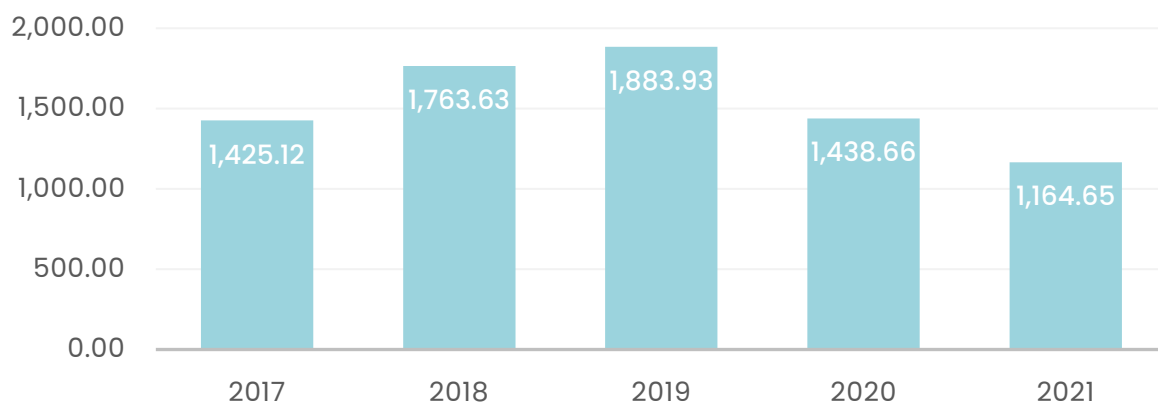
Scope two Emissions in Tonnes Co2e

	2017	2018	2019	2020	2021
Electricity	460.24	441.43	391.55	365.87	236.24
Electricity Renewable	0	0	0	0	(101.01)

Scope three Emissions in Tonnes Co2e

	2017	2018	2019	2020	2021
Business Milage Claims	80.97	199.94	235.94	73.32	52.39
Air Travel	319.77	545.25	462.47	165.24	121.28
Rail Travel	10.89	14.01	14.86	3.72	4.05

Scope Totals in Tonnes Co2e	1,425.12	1,763.63	1,883.93	1,438.66	1,164.65
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Waste

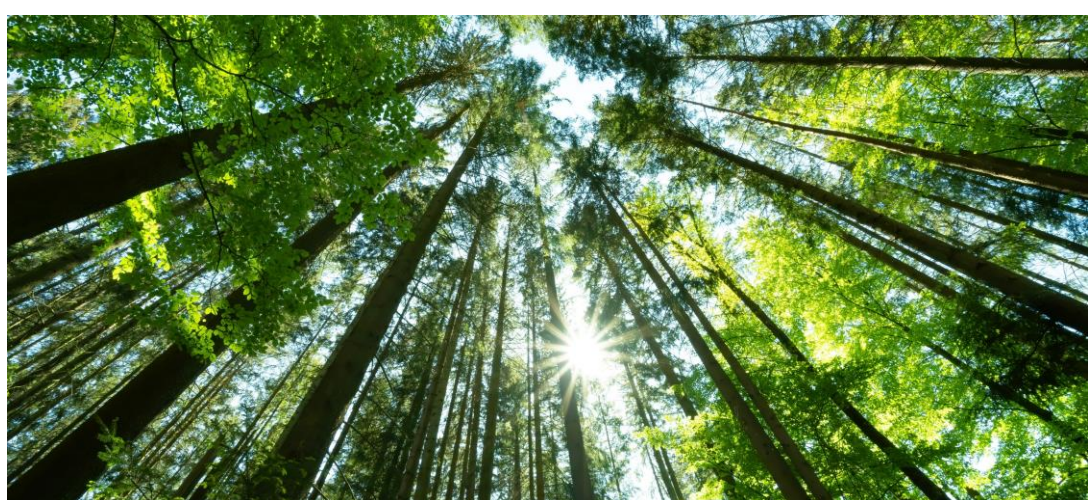


Zero Waste to landfill

H.O food waste	4.778 Tonnes Recycled
H.O paper & cardboard	1.852 Tonnes recycled
H.O mixed recycling	10.094 Tonnes recycled
H.O general waste	7.952 Tonnes diverted
Confidential paper waste	15.427 Tonnes Recycled

Recycling confidential paper saved 308 trees

Recycling waste saved 2.920 tonnes of carbon





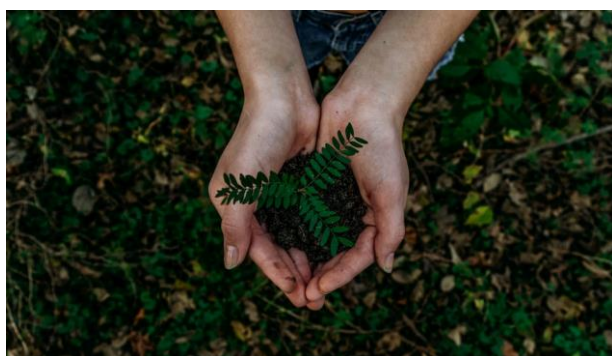
Renewable energy & Offsetting



Renewable energy

From the 1st September 2021, the Morson Talent head Office electricity supply officially moved over to a renewable energy provider.

Since then 11 of the Morson Talent branches have also moved over to a renewable energy provider.



Offsetting

During 2021 all fuel purchased from Shell for the Morson Talent fleet was offset through certified carbon credits by Shell from their global offset portfolio.



Carbon Neutral for 2021

Whilst we work on our targets and plans to become Net-Zero we are currently in the process of looking into offsetting the remaining carbon emissions not covered by the renewable electricity or the shell fuel offsets, once this has been achieved we will be carbon neutral for 2021.



Society



Employees

469 Employees in Morson Talent in 2021

Morson Talent Manchester employs 153 local employees

88 employees living within 5 miles of their office

65 employees living within 5.1 – 10 miles of their office.



Around 420 STEM toys were sent to employees children during 2021, as a thank you for being so patient whilst their parents / carers worked from home during the COVID lock-downs

Training

Courses

129 courses were completed by Morson Talent employees in 2021

An additional 34 courses were still in progress at the end of 2021.



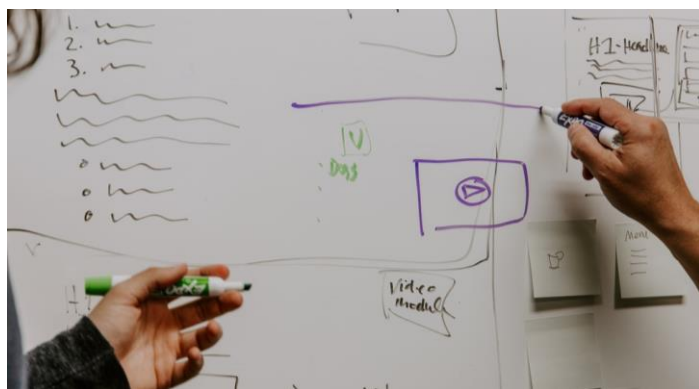


Society



Colleague Leadership Development Programme

2 bespoke courses were launched towards the latter part of 2021 designed specifically for the Morson Group around management and leadership with colleagues chosen due to start the course in 2022.



Recruitment Academy

The Recruitment Academy was launched in 2021.

After running a Graduate assessment day and offering places to the successful candidates.

The new academy recruits started 10 weeks of classroom based training before circulating the business.

Following this the graduates are permanently placed within an area of the business.





Society



Health & Wellbeing

Morson Talent is looking after the health and Wellbeing of its employees. The five elements of the health and wellbeing strategy are:

1. Physical

- Online weekly yoga classes via zoom
- Online weekly workout classes via zoom
- Weekly Yoga classes resumed to in person classes once restrictions allowed

2. Emotional

- Regular communications were sent out with FAQ's around covid
- How to deal with the stress and anxiety and who to contact should a colleague feel they needed additional support

3. Social

- Various departments continued to hold regular online meetings, these were able to change to face to face meetings once guidance allowed
- A summer conference and dinner was held when guidance allowed and was enjoyed by all who attended.
- Virtual awards ceremony held at the end of the year.

4. Financial

- Employees assistance programme
- Childcare vouchers
- Cash back plan

5. Work

- Introduction of hybrid flexible working
- RESPECT campaign
- Home Safe, Work Safe, Safety Initiative
- Succession Planning
- Career planning

Economy



Apprenticeships

9 new apprentices started in 2021 at Morson Talent

Morson Talent had a total of 13 apprentices in 2021

Charities

The Morson Group Charities chosen for 2021 were:



Each charity was given a donation of £20,000



Economy



Community

Between 10 – 20 students were enrolled in the Gerry mason Engineering Excellence Scholarship during 2021

During the Covid-19 pandemic, Salford University and Morson Group came together to support the NHS by laser cutting and printing over 7,000 face shields for Salford Royal hospital and other NHS surgeries and frontline workers

The Morson Maker Space & the Morson engine room at the university of Salford actively addresses the STEM skill shortages by working to inspire students and young people to consider a future career in STEM

Women in STEM – An average of 50 students & 12 STEM businesses a year since 2016 have taken part in the Make it matter lectures , celebrating exciting and thought-provoking research and study.

Over the last five years, 540 students from 9 schools participated in the Morson Engineering Challenge, and every school was awarded a 3D Ultimaker printer to continue their skills and maker workshops

Morson backed Ryan Thomas on his 10-day charity walk from London to Manchester, Ryan raised over £160,000 for the charity CALM (Campaign against living miserably)





Carbon Reduction

Morson Talent has ambitious targets to reduce our carbon emissions and work towards Net-Zero through efficiencies.

Our On-going Carbon Reduction targets are:

- Efficient buildings
- Efficient behaviours
- Reduced travel
- Reduced consumption
- Reduced waste

We aim to reduce carbon emissions by:

- The purchase of carbon neutral electricity
- Through the use of ultra-low (Hybrid and electric) vehicles both for company cars and company commercial vehicles
- Through engagement with our supply chain in the development of circular economy
- Through collaborative engagements with clients
- Through on-site power generation derived from carbon neutral sources
- Through the development or and early adoption of emerging technologies

Regulatory Requirements

2021 was the first year regulatory submission was required for the Streamlined Energy Carbon Reporting (SECR) based on 2020 data.

The SECR submission based on the data from 2021 is currently being processed to be ready for submission later in 2022.

Upcoming Regulatory Requirements for 2022 / 2023

The following will form part of the regulatory requirements for data collection in 2022 for submission in 2023

- Streamlined Energy Carbon Reporting (SECR)
- Energy Savings Opportunity Scheme Phase 3 (ESOS)
- Task Force on Climate-Related Financial Disclosures (TCFD)