

**BANKS**  
**Group**  
development with care

October 2020 ▶  
September 2022

# Development With Care Report

---

Our environmental, social and governance review

# Contents

About this report	02
Forward	03
Banks Group	05
Development with care	08
Our journey with the UN Sustainable Development Goals	12
<b>THE ENVIRONMENT</b>	<b>14</b>
Tackling Climate Change	16
Protecting and enhancing biodiversity	20
Resource efficiency and minimising waste	26
Upholding high environmental standards	28
<b>OUR COMMUNITIES</b>	<b>30</b>
Partnerships with local communities	32
Developing communities that thrive	34
Delivering lasting community benefits	36
Supporting local economies	41
Philanthropy and volunteering	45
<b>OUR PEOPLE</b>	<b>46</b>
Caring for our people	48
Nurturing talent and developing skills	52
Being a supportive, inclusive employer	56
Sustainable and stimulating careers at Banks	57
<b>OUR BUSINESS PARTNERSHIPS</b>	<b>58</b>
Collaborative and long-term partnerships	60
Working sustainably, ethically and locally	62
Environmental & social governance across Banks Group	65
Our focus for the future	68

# About this report

**In this *development with care* report, we outline the environmental, social, and governance (ESG) approach that we apply across each of our subsidiaries: Banks Renewables, Banks Property, Banks Homes, Banks Mining, Banks Plant Solutions and Banks Transport. We refer to our ESG approach as *development with care*, a concept that underpins everything we do.**

In this report we outline our most material ESG issues, which we have grouped into a set of 16 commitments across four core pillars: the environment, our communities, our people and our business partnerships. We have set specific and measurable goals across these commitments; and in this report, we describe our approach to each commitment, establishing a baseline for future reporting.

This *development with care* report also serves to demonstrate our contributions to the UN Sustainable Development Goals (SDGs). We signpost our contributions throughout the report and include a summary of our overall contributions on page 12.



This report is available for download on our website:  
[www.banksgroup.co.uk/developmentwithcare](http://www.banksgroup.co.uk/developmentwithcare)

The report covers the financial years October 2020 to September 2022. The two-year time frame for this report covers a transitional period for the Banks Group; in 2021 we closed our final coal mines and fully focused our activities on our existing renewables and property divisions, while expanding our activities by contracting in new sectors for our mining, plant solutions and transport businesses.

To capture the transition in full, we decided to report using a two-year timeframe. Some of the data presented in this report may vary from the 1 October 2020 – 30 September 2022 timeframe, but this is clearly stated for each data point.

# Foreword

**Looking back over the past two years, I am immensely proud of the way all of our people at Banks have pulled together to navigate considerable business transformation amid times of global uncertainty and disruption from the Covid-19 pandemic. I believe the foundations of the Banks Group have been strengthened as a result.**

When I set up the business together with my brothers in 1976, I had a vision to provide a much-needed energy supply for UK businesses and households — to help keep the country running. Over the decades, we set about the task of diversifying and transitioning our business from coal mining to renewable electricity generation, property development, transport services and mineral extraction, in the most respectful and just manner, with full consideration for all of our stakeholders.

Our move into the renewables sector began more than 15 years ago, and we have steadily built a solid portfolio of onshore wind farm sites, enabling us to continue my vision of helping to keep

the country powered while playing a significant role in transitioning the UK to low-carbon, clean energy sources. As we wound down our coal mining operations, we remained committed to our promise of restoring and landscaping every mine to an even better quality than that in which we received it. This holds true for both the environment and for our investment in local communities.

Since closing our final three coal mining sites in 2021, we have embarked on a process to repurpose the extensive skills and knowledge we accumulated in our mining operations so that we can continue to provide much needed services to businesses and communities, and continue to provide sustainable,

gainful employment for our employees. Our move into providing mining services for other essential industrial minerals, along with providing plant maintenance has got off to a solid start: we are currently mining and processing high quality gypsum at the Bantycok Quarry near Newark for Saint-Gobain Formula.

On the property development side of things, we've continued to bring forward sites to provide much needed homes amid an acute housing shortage in the UK, and our plans for 2023 and beyond will only serve to strengthen our work in this area.

Change can be disruptive, and as a business with strong family roots, taking care of our employees and supporting them through the transition has been vital, and I hope we have lived up to our promises in this respect. I know that our Corporate Responsibility team, together with our Health Advocates and Mental

Health First Aiders have done a fantastic job in supporting their physical and mental wellbeing through these challenging times, and in ensuring that we go above and beyond in the support we provide for local and national causes through our charity events.

When I look at my team at Banks, I see dedication, versatility and resilience — virtues that have been ever present in our working culture since the 1970s, and it is these attributes that enabled us to successfully navigate the Covid-19 pandemic. Although our turnover and operating profit across the Banks Group were somewhat lower during this transition phase, we have focused on building back stronger — redirecting our efforts to business areas that we believe will be fundamental for serving key national needs long into the future.

There are challenging times ahead with the cost-of-living crisis, global

geopolitical instability, and an increasing sense of urgency to tackle climate change. It is times like these when we must draw on our collective strengths, to support each other, to innovate, and to drive the change that is needed to secure the future for the next generations.

I believe that the Banks Group, through our *development with care* framework, is uniquely placed to do this, and I am genuinely hopeful for the progress we can, and will make, going forward. This report serves as a starting point for measuring, communicating, and driving that progress.



**Harry Banks, OBE, DL**  
FOUNDER & CHAIRMAN • BANKS GROUP



# Banks Group

**The Banks Group is a family business, established in 1976. We manage land development projects across the North East of England, Yorkshire and in Scotland. We recognise that everyone needs a home, clean energy and to feel part of a community, and our business activities reflect these needs.**

From large scale renewable electricity generation and storage to our property, mining and house building projects; we sit at the heart of society's journey to net-zero, tackling climate change, the housing shortage and issues important to communities today and into the future.

Adaptability is one of our defining strengths as a business. Over the years we've transitioned from an organisation whose prime focus was helping to meet the UK's demand for energy through the supply of coal and fireclay, to an organisation diversified to develop land for a variety of uses.

We are proud of our company heritage and how we served the UK's energy needs as a local business, employing

the highest standards and always working our sites with the utmost respect for local communities and the environment. We stayed true to our commitments of restoring and landscaping every site to a better environmental standard than its original form, and creating long-lasting positive legacies for the local areas.

We served the UK's coal needs at a time when greener technologies and processes were not yet available or practically viable, and we believed we had a responsibility to bridge the gap until new processes and technologies became available, providing locally-sourced coal for industrial processes (such as steel making), extracted at world-class standards.

We also knew we had the resources to help drive the transition to greener energy, and more than 15 years ago we started directly investing our coal mining revenues into developing a renewable energy business. In addition to utilising the revenues from our coal operations to finance the renewables projects, we also made use of our extensive expertise and our vast array of community learnings gathered through decades of partnerships with local communities to drive the success of the projects.

Transforming our peoples' skills was a key part of the process, and we have many fantastic examples of supporting our leaders, engineers, and other team members from the Banks Mining division with their career transitions. Our development director of Banks Renewables and former member of the Banks Mining team, Andy Liddell, is a prime example. Some Banks members did leave the organisation as our coal operations wound down, but they were armed with training, expertise and

**OUR CORE BUSINESS AREAS  
DRIVE OUR BUSINESS ACTIVITIES:**



experience which could be transferred to related industries or activities. With the closure of our final three surface coal mines in 2021, we repurposed our internal plant and mining divisions to offer similar services to external customers in the minerals and large-scale earthworks sectors. Our new contract with Saint-Gobain Formula, as principal contractor for their gypsum mine, once again highlights our ability to adapt as a business.

While our business activities have evolved over the years, we remain devoted to one constant, our north star that drives all that we do: *development with care* — an approach that commits us to lead by example through working safely, responsibly and sustainably, developing our projects so that people and the environment prosper together. Our *development with care* policy encapsulates our core organisational values and outlines our key ESG commitments across our four pillars.



**Banks at a glance:**



**£163 million**  
- combined turnover in  
FY 2020 and 2021



**Generated enough  
electricity to supply  
837,000 homes  
annual needs\***



**Displaced  
6.8 million  
tonnes of  
CO<sub>2</sub>e**



**285 hectares of  
natural habitat**  
- improved or protected  
in 2020-2022



**115 former  
surface mines  
restored and  
landscaped**



**Over 1,350 local  
suppliers across  
the North East of  
England and  
Scotland**



**£338 million  
investment\*\***



**1,198 jobs  
secured by our  
planning  
applications and  
consents\*\*\***



**Planning  
permission for  
over 10,000  
homes  
secured\*\*\*\***



**Over £7.5 million  
awarded in  
grants to  
local  
community  
groups**



**Maintaining  
Excellence  
status from Better  
Health at Work  
since 2018**



**233 employees**  
(November 2022)

\*2,423,971 MWh (2.42 TWh) of renewable electricity generated since 2011 / \*\*Secured by our planning applications and consents over the last two years / \*\*\*For the last two years through construction and ongoing operations during project lifetimes / \*\*\*\*Since our first property project in 1990

**Our values:**



**Development with care**

**As developers of land, we have a responsibility to develop sustainably, and our goal is to achieve a net-positive impact with every project.**

*Development with care* encapsulates our approach to being a responsible and sustainable business. It is the golden thread that runs through all of our business endeavours, ensuring that we conduct our business in a responsible manner, with consideration for the environment, for the local communities in which we operate, and for our employees, customers, and suppliers. *Development with care* ensures that we leave behind a positive legacy for people and the planet — a legacy that we can be proud of.

In 2021 we embarked on a process to redefine our long-term approach to *development with care* to ensure it encapsulates all that is relevant for our stakeholders and for our business, now

and into the future. The UN Sustainable Development Goals (SDGs) and the GRI Standards were instrumental in our development of this framework; we used them to help determine the most material ESG topics to Banks (see page 12 for more details), and to set measurable targets so that we can accurately chart our progress.

Engaging with our stakeholders — our communities, employees, suppliers, business partners, civil society organisations, regulators, and investors — was a key part of redefining our *development with care* approach. Through a range of consultations, events, workshops, and making use of the long-term relationships we've built over the years, we are able to understand the needs of these groups, which helped us map the most relevant issues to *development with care*. This materiality assessment outlined a new focus within some key areas such as climate, biodiversity, inclusion and wellbeing, and working collaboratively.

It also helped us articulate more clearly our company values, which sit at the heart of everything we do.

Engaging with our stakeholders is a process that never stops. We are constantly listening and communicating so that we can adapt, learn, grow, and improve, to meet the needs of society and the environment in a values-based way.

**“I think of development with care as our DNA — if you cut us down the middle, you will find development with care is always at the heart of everything that we do.”**

**Gemma Dickenson**  
CONTRACTS DIRECTOR • BANKS MINING

**How we interact with our stakeholders:**



**Our commitments:**

**THE ENVIRONMENT**

- Aim for the highest practicable environmental standards through innovation and continuous improvement
- Protect and enhance the environment and its biodiversity
- Tackle climate change and support the transition to net-zero
- Use resources efficiently and minimise waste by re-using and recycling

**OUR COMMUNITIES**

- Treat you with respect and consideration and strive to deliver excellence in our engagement with you
- Work with you to develop inclusive, safe, resilient and sustainable new communities
- Explore how our developments can deliver lasting tangible benefits to your local community
- Support your community with investment and opportunity

**OUR PEOPLE**

- Be a diverse, supportive and inclusive employer
- Nurture and develop your talent and skills
- Create a working environment where your health, safety and wellbeing are our priority
- Provide you with fairly paid and sustainable employment in a stimulating environment

**OUR BUSINESS PARTNERS**

- Listen to understand your needs and work collaboratively with you
- Build a long-term partnership with you
- Support each other to work sustainably and ethically
- Work with you to source supplies locally and create value

## How our employees view *development with care*



## Financials

Across the Banks Group, we reported a combined operating profit of £18 million for the financial year ending 30 September 2021, down from £26 million the previous year due to a combination of closing our coal mining operations, delayed planning permissions, and disruptions caused by the COVID-19 pandemic.

However, the loss of earnings from our mining business is made up for by earnings from our property and renewables businesses, with expectations for 2022 showing significant improvements on 2021 levels.

Overall group sales for the 2021 financial year were £67 million, down from £96 million in the previous period, but these are also expected to recover strongly in 2022. For more details on our financial performance, please see our most recent Annual Report.

## Interview with Mark Dowdall



### How did *development with care* start out as a concept?

I joined Banks in 1991 as our first environmental manager and we published our first environmental policy in 1993. Part of the process of developing the policy was to look back at some of the statements Banks had previously made, and one statement that we felt really encapsulated our approach was a statement from our founder and chairman, Harry Banks: "At Banks, I believe we develop with flair, but most importantly, with care." That really crystallised an expression about the work that we do.

Over the years, "*development with care*" became both a strapline for the work that we do and how we do it, but it also became a material policy, summing up the Banks approach to corporate responsibility, or as I like to call it, responsible business practice.

**"Development with care is very much part of the group's culture, but more than this, it manifests itself in how we behave in relation to our values, what we stand for and the way we conduct ourselves and our business."**

**Mark Dowdall**  
ENVIRONMENT & COMMUNITY DIRECTOR • BANKS GROUP

### What does *development with care* mean for the Banks Group?

*Development with care* is very much part of the group's culture, but more than this, it manifests itself in how we behave in relation to our values, what we stand for and the way we conduct ourselves and our business. Through this policy, we have created 16 commitments, across four pillars. The first pillar looks at how we protect and enhance our environment, and more recently this includes the work we are doing to support the UK's goal to transition to net zero and nationwide efforts to tackle climate change.

The second pillar involves supporting our communities and we do this in a number of ways, such as listening to and engaging with local communities when we're bringing forward new proposals. We look to provide lasting tangible benefits to those communities — to their local environment and to community

groups and voluntary organisations which we support through Banks Community Funds. We also provide support through the local businesses we work with and the jobs that our projects create.

The third pillar reflects our approach to our own people and the standards that Banks as an employer wants to live up to, being a supportive, inclusive employer, helping our employees develop the skills they need to be the best they can be.

Finally, yet equally important, the fourth pillar refers to the standards that our business partners, our customers and regulators can expect from us. We have over 1,000 suppliers in the North East of England alone; while our customers include those buying land from us, those buying houses on land that we've developed, or those that use the renewable electricity that we generate and the essential minerals that we mine.

# Our journey with the UN Sustainable Development Goals

The United Nations Sustainable Development Goals (SDGs) were established in 2015 with the aim of focusing governments, businesses and civil society on a set of clear pathways to achieving peace and prosperity for all, globally, by 2030.

The SDGs consist of 17 goals across a range of topics addressing poverty, education, living standards, equality, the environment, health, peace, and justice.

Due to the nature of our *development with care* approach, our work feeds naturally into almost all of the goals.

In 2021, as part of the materiality assessment in which we defined our 16 *development with care* commitments, we looked at where we can, and already do, make positive contributions towards the SDGs and their targets across our business activities. This process helped us outline our priority SDGs — seven

goals on which the Banks Group can make the most significant contribution. We also highlighted a further six SDGs which we see as enablers of our business and on which we will set goals and measure progress periodically, as and when applicable and relevant to a project.

A final four SDGs were defined as being supported through our work but they do not drive our business decisions in a way that the priority SDGs do.

*“The UN SDGs provide a commonality of language in which to express what we do — activities that are right for us and our stakeholders. They provide a framework for us to show our positive contributions to society, to the environment, and to the economy. They provide a measure of how sustainable a business is.”*

**Mark Dowdall**  
ENVIRONMENT & COMMUNITY DIRECTOR • BANKS GROUP



## Our priority SDGs

These are the key drivers of our business and the SDGs on which we have set strategic organisational goals.

For these seven SDGs, we are defining baseline metrics, we will set specific goals, and we commit to reporting on and tracking our progress on each of these going forward.

- SDG 7: Clean and affordable energy
- SDG 8: Decent work and economic growth
- SDG 9: Industry innovation and infrastructure
- SDG 11: Sustainable cities and communities
- SDG 12: Responsible consumption and production
- SDG 13: Climate action

SDG enablers of our business:

- SDG 4: Quality education
- SDG 5: Gender equality
- SDG 6: Clean water and sanitation
- SDG 10: Reduced inequalities
- SDG 15: Life on land
- SDG 17: Partnerships

SDGs that we support, but are not directly related to strategic business decisions:

- SDG 1: No poverty
- SDG 2: Zero hunger
- SDG 14: Life below water
- SDG 16: Peace, justice and strong institutions



*“For us it’s very important to map and measure the success of the contributions we make to the SDGs that we’ve highlighted — our priority SDGs — to really demonstrate how we are having a positive impact through our business activities.”*

**Mark Dowdall**  
ENVIRONMENT & COMMUNITY DIRECTOR • BANKS GROUP

# The Environment



## OUR ENVIRONMENTAL COMMITMENTS:

- Tackle climate change and support the transition to net-zero
- Protect and enhance the environment and its biodiversity
- Use resources efficiently and minimise waste by re-using and recycling
- Aim for the highest practicable environmental standards through innovation and continuous improvement



## The past two years - our review



Generated 1,062,448 MWh of renewable electricity



248,813.9 tCO<sub>2</sub>e displaced



28.16 ha peat bog restoration work\*



6.05 ha tree planting across our sites



55.44 ha of habitat either created or enhanced



New Environmental Policy published



Achieved 97.92% availability across our wind farms\*\*

\*Began at our Kype Muir Wind Farm Extension that had been previously degraded through intensive forestry by other companies / \*\*This represents the percentage of time which our wind farms are available to produce power for the grid, factoring in planned maintenance and outages.



# Tackling climate change

## OUR COMMITMENT:

To tackle climate change and support the UK's transition towards a net-zero society.

## OUR APPROACH:

We will develop affordable, renewable and flexible electricity generation and storage solutions. Our projects will be designed including energy efficiency, greenhouse gas reduction, and climate resilience measures.

Climate change is one of the biggest challenges of current times, and as a land developer, we recognise the key role we play in helping the UK successfully transition to net zero.

We deliver renewable electricity to the UK's electricity grid, we improve habitats and biodiversity around our sites, we implement nature-based solutions to sequester carbon from the atmosphere, and we look to improve our own operational efficiencies and lower our carbon intensity.

*"I'm a great believer that it will be business that tackles climate change. Actions need to be encouraged and incentivised, but at the end of the day, it is innovation that will help us find the solutions."*

**Rachel Allum**

HEAD OF PLANNING • BANKS RENEWABLES



## Supplying UK energy grids with renewable electricity

Onshore wind is one of the most cost-effective and proven renewable electricity technologies.

We believe that onshore wind should be an essential part of the UK's strategy for achieving its net zero targets, and through the 10 wind farms we operate across northern England and Scotland, we are helping the UK make the switch to green energy. Our work in this area directly supports SDG 7 — to ensure everyone has access to affordable, reliable, sustainable and modern energy.

Currently, our wind farms have a combined capacity of 224MW electricity — enough to power the equivalent of 150,000 homes annually. By supplying this renewable electricity to the energy grids, we have effectively displaced 6.8 billion tonnes of CO<sub>2</sub>e since 2011 — the emissions that would have been generated from the use of coal, natural gas or nuclear power.

### OUR WIND FARM LOCATIONS AND OUTPUT ACROSS THE UK (2020-22)



**KYPE MUIR**

- 26 Turbines
- 434,675 MW generated
- 103,669 CO<sub>2</sub>e displaced

**MIDDLE MUIR**

- 15 Turbines
- 203,654 MW generated
- 49,206 CO<sub>2</sub>e displaced

**MOOR HOUSE**

- 6 Turbines
- 69,304 MW generated
- 15,653 CO<sub>2</sub>e displaced

**LAMBS HILL**

- 4 Turbines
- 45,280 MW generated
- 10,196 CO<sub>2</sub>e displaced

**HOOK MOOR**

- 5 Turbines
- 52,807 MW generated
- 11,850 CO<sub>2</sub>e displaced

**MARR**

- 4 Turbines
- 36,690 MW generated
- 8,362 CO<sub>2</sub>e displaced

**ARMISTEAD**

- 6 Turbines
- 61,181 MW generated
- 13,899 CO<sub>2</sub>e displaced

**HEYSHAM SOUTH**

- 3 Turbines
- 45,729 MW generated
- 10,408 CO<sub>2</sub>e displaced

**HAZLEHEAD**

- 3 Turbines
- 35,057 MW generated
- 7,877 CO<sub>2</sub>e displaced

**PENNY HILL**

- 6 Turbines
- 78,071 MW generated
- 17,690 CO<sub>2</sub>e displaced

## Harnessing the power of nature to tackle climate change

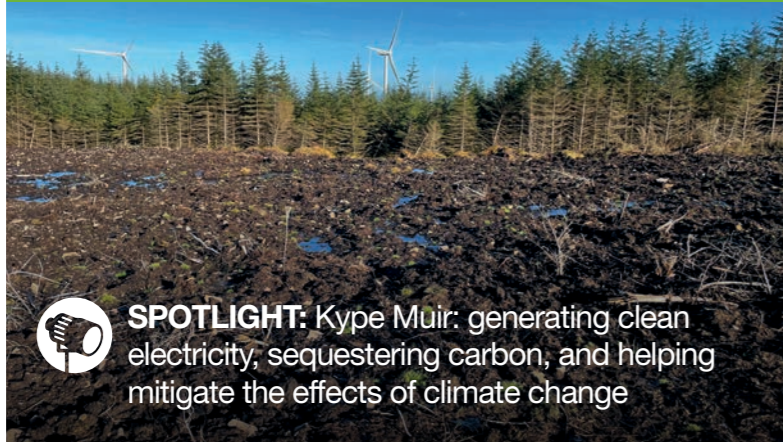
Nature-based solutions form a vital part of our environmental approach at Banks. Nature provides some of the best solutions to both mitigate the negative effects of climate change and to help reduce the CO<sub>2</sub> in the atmosphere which is driving global warming.

We've planted over 1.6 million trees on our restored and landscaped sites throughout our history, including 6.05 hectares in 2020 and 2021, and we've restored hundreds of acres of peat bogs around our wind farms.

Peat bogs are one of nature's climate heroes — they store twice as much carbon as all the world's forests combined, despite only representing around 3% of the world's terrestrial surface.

*"We're incredibly proud of the work we've done at the Kype Muir Wind Farm. We've really worked hard with South Lanarkshire Council to ensure that the habitat management plans are of a gold standard at the site."*

**Richard Dunkley**  
MANAGING DIRECTOR • BANKS RENEWABLES



**SPOTLIGHT:** Kype Muir: generating clean electricity, sequestering carbon, and helping mitigate the effects of climate change

The Kype Muir Wind Farm in South Lanarkshire is our flagship wind project — the biggest site we've developed to date. The site began operating in 2017, and in 2021 we received planning consent to extend the wind farm by 15 additional turbines, with construction to be completed by the end of 2022. On completion, Kype Muir will have a combined installed capacity of 155MW — enough to meet the annual electricity needs of around 112,000 homes, or a city larger than Aberdeen.

As with all sites across the Banks Group portfolio, we work to maximise the benefits they bring to the local environment and local communities. At Kype Muir, one of our key aims was to restore the surrounding peatland habitat that was destroyed or degraded by commercial forestry operations in previous decades. Through a targeted process of rewetting, we are in the process of restoring 28.16 hectares of peatland at the site. We have also developed 570 hectares of habitat around the site, including planting 200,000 trees, with a key aim of promoting the numbers of critically endangered black grouse — the fastest declining bird in the UK according to Forestry and Land Scotland\*.

In addition to the immediate environmental benefits, the Kype Muir Extension demonstrates our approach to innovation and leading by example. It will be the first site in the UK to use 200m turbines and will have an average output of 15GWh per turbine per year, compared to an average of 9GWh per year for the existing turbines. It also takes us to a milestone of 100 wind turbines owned and operated by Banks Renewables.

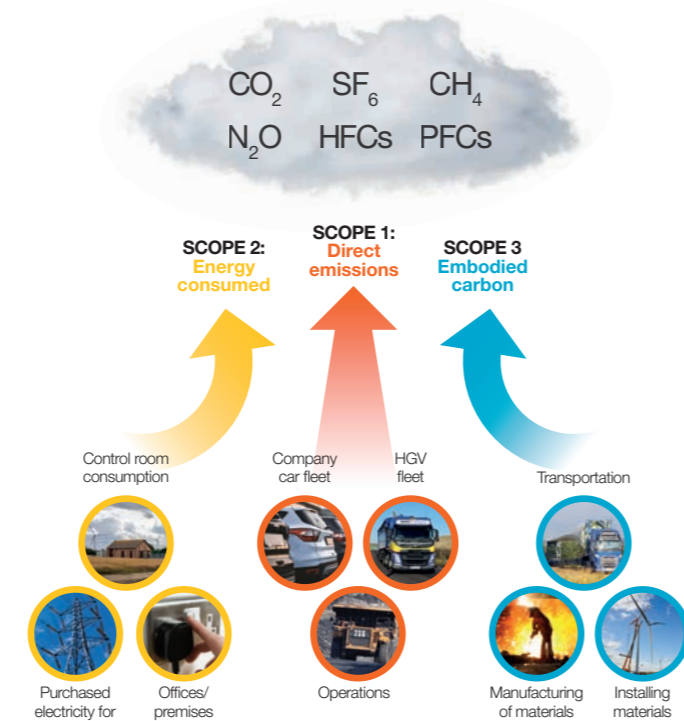
\*Forestry and Land Scotland, (n.d), Black Grouse, Retrieved 26 October 2022, from <https://forestryandland.gov.scot/learn/wildlife/black-grouse>

## Our pathway to net zero emissions

We are currently focused on the direct and significant improvements we can make through our existing operations, tracking our scope 1 and 2 emissions, and on our wider work of supplying renewable electricity to the UK energy grid to help with the nationwide transition to clean energy. We will also work with our suppliers to build out

our scope 3 inventory; in particular, identifying the embedded carbon of the main products and components we procure. This will enable us to map realistic and achievable targets to help guide our efforts to support the UK in meeting the nation's net zero targets. We will set out these plans in more detail in the future.

### UNDERSTANDING OUR EMISSIONS



## Reducing emissions from our own operations

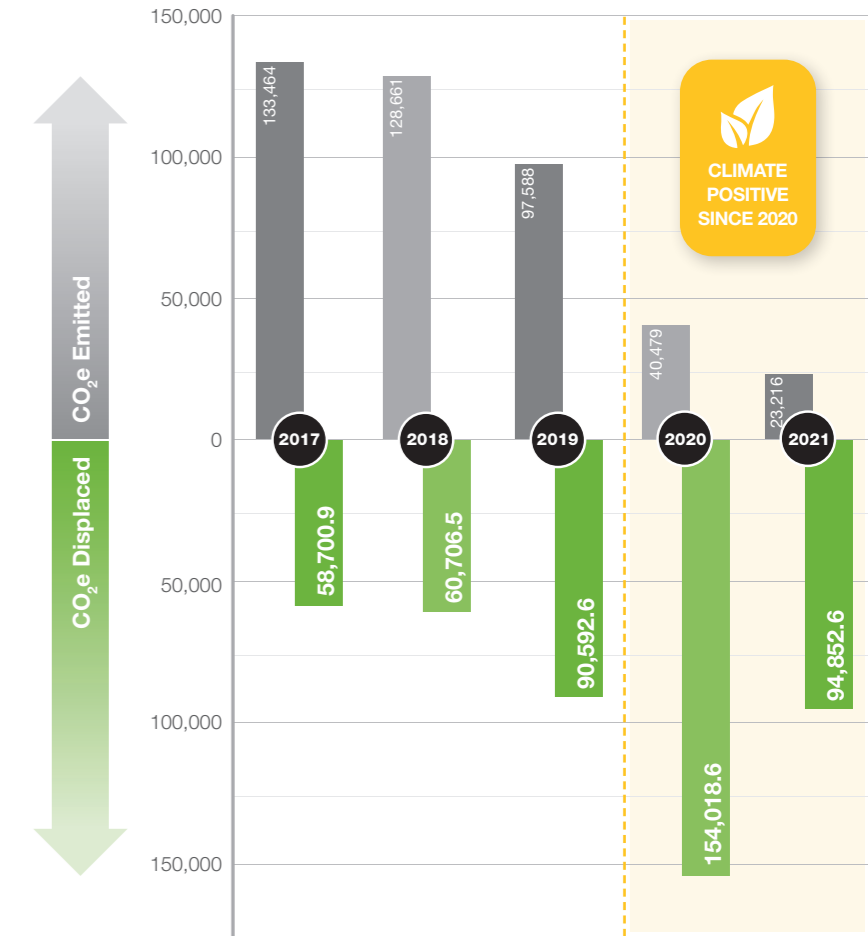
Lowering the emissions across our operations is another important action we are taking to tackle climate change.

Since 2017 we have reduced our scope 1 and 2 emissions across the Banks Group by 83%, from 133,464 tCO<sub>2</sub>e in 2017 to 23,216 tCO<sub>2</sub>e in 2021. Ceasing our coal mining operations was a key factor in this reduction, but we have also improved the energy and operational efficiencies at our offices and development sites (see page 26 for more details). A further significant contributor to the cut in our emissions was the lack of peat disturbance across our sites in recent years.

When constructing wind farms, in order to site the turbines in the areas with the highest electricity yield — and therefore ensure optimum carbon displacement from the electricity grid — in some cases peat will be disturbed. To mitigate this, we undertake both restoration and enhancement to peatlands within the project, which captures additional carbon and creates new habitats.

To monitor our effects, each wind farm has a carbon lifecycle assessment which includes peat disturbance. Typically, our new sites compensate for construction based emissions within three years of operation, and throughout their lifetimes they will positively displace millions of tonnes of carbon.

COMPARING OUR CARBON EMISSIONS AND DISPLACEMENT SINCE 2017 (tCO<sub>2</sub>e)





**SPOTLIGHT:**  
200,000 trees planted at Kype Muir in 2021

In 2021 we partnered with Scottish Woodlands to plant over 200,000 trees at Kype Muir Wind Farm — 25,375 broad leaf trees and 189,270 fast-growing Sitka spruce trees.

The trees were an integral part of the site's habitat management plan which aims to develop a new woodland over the life span of the site and improve the numbers of black grouse in the area. The works, carried out by Scottish Woodlands, will increase the habitat for local flora and fauna and aid carbon capture from the new trees and lowland bog formation.

## Protecting and enhancing biodiversity

**OUR COMMITMENT:**  
Protect and enhance the environment and its biodiversity.

At Banks we recognise the vital role that ecosystems play in our existence. Human life depends on healthy, balanced ecosystems, and damage to them poses as great a risk as any other feature of climate change. As developers, we have a clear responsibility to create a positive legacy through our projects, a legacy that will enable nature to thrive, long after we've completed our work. *Development with care* ensures that we drive a positive change for people and the environment. Improving biodiversity by developing habitats tailored to local wildlife needs is therefore an integral component of

every project we take on. Between 2020 and 2022, we created or enhanced 55.44 hectares of habitats across our sites, the equivalent of almost 80 football pitches.

Our work in this area directly supports a number of targets under SDG 15 — protecting, restoring, and promoting sustainable use of terrestrial ecosystems, sustainably managing forests, combating desertification, halting and reversing land degradation and biodiversity loss.

*“We are committed across all of our projects to having a net positive impact when it comes to climate change and biodiversity and we consider early on in the design process what interventions we can employ to achieve that. As a matter of principle, we aim to leave the land that we develop better than how we find it. That's really what development with care is all about.”*

**Robin Winstanley**  
SUSTAINABILITY & EXTERNAL AFFAIRS MANAGER • BANKS GROUP



*“Because our sites are so diverse and the objectives of the landscape restoration and the target species that we hope to attract back to the sites differ so much, there's not a one-size-fits-all approach or metrics — it's very much a site-by-site approach. For example, a lowlands site in Northumberland would have a completely different set of objectives to the site of a wet, windy moorland in South Lanarkshire.”*

**Rachael Edmunds**  
SENIOR DEVELOPMENT PLANNER • BANKS RENEWABLES

### Habitat management at our renewable energy sites

Each wind farm we develop goes through meticulous planning processes, hand-in-hand with the local community to ensure that it will bring the most relevant environmental (and social) benefits, entirely bespoke and tailored to each area.

Creating habitat management plans is a key feature of this approach.

Over the reporting period we have developed habitat management plans which pledge to restore the following habitats shown opposite:



**51 ha**  
Broadleaf woodland



**19 ha**  
Peatland



**188 ha**  
Grassland



**3 ha**  
Heathland and scrub



**2 ha**  
Lakes and ponds



**0.5 ha**  
Cropland

**SPOTLIGHT:**  
Biodiversity improvements at Hazlehead Wind Farm

In July 2021, we embarked on a 25-year habitat management plan, in collaboration with National Grid, to look after and improve a 13.5-hectare area of land close to our Hazlehead Wind Farm.

The project has been designed to protect the indigenous flora and fauna on the heath, increase biodiversity, control incursions by non-native species such as rhododendron and limit any developing, self-seeded tree cover that might impact on the grassland. As part of the project, the public footpath that runs through the site was restored,

to help encourage walkers to stick to the available routes through the site and allow the surrounding habitats and the species that live in them to remain undisturbed.

Alongside the restorations and improvements implemented as part of the habitat management plan, around £150,000 of the revenue generated by the Hazlehead Wind Farm is being directed into the Community Benefits Fund over its operational lifespan to provide grant support for community groups, voluntary organisations and environmental projects.

*“The Hazlehead Wind Farm already delivers significant environmental benefits through the low carbon electricity it generates and this agreement means that the site can provide even more longer-term ecological improvements.”*

**Robert Ormrod**  
HEAD OF DEVELOPMENT – YORKSHIRE • THE BANKS GROUP

## Habitat management at our property sites

Ensuring we improve habitats and biodiversity at our property development sites is a key part of the planning process at Banks Property, and measuring biodiversity net gain helps us monitor our progress. **Ellie Glover, Graduate Development Planner at Banks Property explains the approach.**

“We follow a standardised methodology for calculating net gain across our property sites, using biodiversity metrics developed by Natural England. Independent ecologists conduct surveys of our sites, and they calculate

the net gain in terms of habitat units, which cover a variety of landscapes, including grassland, woodland, lakes and ponds, even down to rocky shores for coastal environments. The overall net gain is calculated by comparing existing habitat units to those present on the baseline date of 30 January 2020. We include habitat units in the plans for

each property site at Banks, using additional hedgerow and river units if applicable to the area. Reporting on net gain for property sites is not mandatory in the UK until 2023, however Banks already calculates it as standard since it’s an important part of measuring our impacts, and a key aspect of *development with care*.”

### Barnard Castle and Bent House Lane expected biodiversity net gain

These two sites gained planning permission in the past two years (both in County Durham), will be developed with the following habitat areas with an expected biodiversity net gain.

Type of habitat	Total hectares proposed	Biodiversity Net Gain (habitat units)
Urban - developed land; sealed surface	11.6405	0
Urban - vegetated garden	4.871	9.4
Lakes - ponds (non-priority habitat)	0.1065	1.26
Grassland - other neutral grassland	1.893	9.8
Heathland and shrub - mixed scrub	1.387	9.97
Urban - artificial, unvegetated, unsealed surface	0.088	0
Urban - amenity grassland	0.886	1.71
Urban - street tree	0.2501	0.38
Grassland - modified grassland	1.04	2.01
Urban - introduced shrub	0.14	0.41
Lakes - temporary lakes, ponds and pools	0.219	1.62
Woodland and forest - other woodland; broadleaved	0.582	1.07
<b>TOTAL</b>	<b>23.1031</b>	<b>37.63</b>

### Beaumont Hill (Darlington Borough), Barton Upon Humber (North Lincolnshire), and Killingworth Moor (North Tyneside) expected biodiversity net gain

A further three sites submitted for planning permission in the past two years will be developed with the following habitat areas with an expected biodiversity net gain.

Type of habitat	Total hectares proposed	Biodiversity Net Gain (habitat units)
Urban - developed land; sealed surface	19.82723	0
Urban - vegetated garden	41.438	346.85
Lakes - ponds (non-priority habitat)	0.485	4.87
Urban - urban tree	1.152	3.52
Heathland and shrub - mixed scrub	2.184	18.35
Woodland and forest - other woodland; mixed	1.025	2.82
Urban - vegetated garden	9.33667	19.09
Grassland - lowland calcareous grassland	0.5192	1.66
Grassland - modified grassland	9.4314	42.07
Urban - introduced shrub	3.943	7.61
Urban - allotments	0.6149	2.73
Urban - sustainable urban drainage feature	1.8708	5.18
Woodland and forest - other woodland; broadleaved	1.4329	6.32
<b>TOTAL</b>	<b>93.2601</b>	<b>461.07</b>

## Restoring our mining sites for a lasting environmental legacy

We have restored and landscaped every surface mine we have ever worked – which amounts to 115 sites.

We have created new community parks, nature reserves, fishing ponds, and restored historic landscapes. Each site benefits from a period of aftercare to ensure that we maintain our improvements and create a sustainable legacy that we can be proud of.



**115 former sites restored and landscaped**  
- to full completion over the course of our history



### SPOTLIGHT: Maximising biodiversity gains across our mining sites: Insights from our landscape architect, Mark Simmons

The holy grail of maximising biodiversity is to create a mosaic of habitats — a network that allows wildlife to move freely across the countryside. The restoration designs Banks creates are focused on integrating and connecting woodland, broad hedgerows or hedgerow trees, species-rich grasses, water courses, and drainage channels to really increase biodiversity at our sites.

#### SOIL ASSESSMENTS AND HANDLING STRATEGIES

One of the first things we do during the planning phase of a new site is to complete a soil assessment, testing the soil across the site. Soil is broadly categorised into topsoil, which contains organic matter, and subsoil, which contains mostly inorganic matter and can include rock and shale. Topsoil is typically around 300 millimetres deep and due to the presence of oxygen, it’s full of microbes and nutrients. Subsoil is typically around 900 millimetres deep and has much fewer nutrients and microbes due to a lack of oxygen. Soil is

handled and stored differently, depending on the type and composition, for example agricultural grade 1 and 2 soils, known as “best and most versatile” need the most careful handling to preserve their nutrients.

Our soil assessments inform the soil handling strategy for each site planning how and when we will relocate soil ensuring movement occurs in good weather conditions to protect the nutrient content, where and how it will be stored, and to where it should be returned.

#### MANAGING BIODIVERSITY WHILE WORKING OUR SITES

Our restoration strategies seek to increase biodiversity and create species-rich habitats. One way we achieve this is by moving subsoil to grassland. If we place nutrient-rich topsoil in these areas, coarse, fast-growing grasses will take over, but by using lower-nutrient soil we can encourage wildflower growth which increases biodiversity.

At Shotton and Brenkley Lane surface mines on Blagdon Estate in Northumberland, our

goal was to retain all existing species during the working period so that during restoration, they would quickly recolonise. We created an overburden mound and soil mounds that provided wildlife habitats throughout the working of the site and since the sites are worked in phases, we could manage those non-working areas to benefit wildlife and biodiversity simultaneously while working other parts of the site. Our overarching aim for our three final coal mining sites (Bradley, Brenkley Lane, and Shotton) was to establish species-rich grassland, wider hedgerows, and associated seed mix to attract the right species and improve biodiversity whilst returning quality agricultural land with good-sized fields for efficient working to the landowners. In my role as a landscape architect, this is what *development with care* is all about: maximising the environmental benefits before, during, and after the site is worked, ensuring that we are handling the soils properly, conducting our audits to ensure compliance, and working the sites in the most respectful and beneficial way for the environment.

## Restoration and landscaping achievements at Bradley, Brenkley Lane and Shotton

Surface mineral extraction provides the opportunity to make improvements to land that might otherwise not have been possible, not just individual improvements but enhancement on a landscape-scale. We improve drainage and soil profiles, clear up contaminated land, alleviating flood risks and creating new landscape features.

Our last three coal mining sites have now transitioned from restoration into aftercare, which typically involve between five to fifteen years of creation and management of the landscape features to ensure our restored sites become well established and flourish.

Not only are we responsible for the creation of all surface features such as tree planting hedgerow planting, installation of pathways, and all under drainage as well as above ground ditching and trough creation, we have ongoing maintenance tasks to complete. This includes tasks such as hedge cutting, fertilising, looking after tracks and footpaths, and maintaining and emptying ditches.

*“We’re now at a critically important stage with our legacy coal projects of ensuring we deliver quality restoration schemes. We have a responsibility to manage these sites on behalf of our partners, some of whom we have worked with for many years, sometimes decades. These valued long-term partnerships enable us to bring forward even longer-term landscape benefits.”*

**Gemma Dickenson**  
CONTRACTS DIRECTOR • BANKS MINING



### IN 2021 & 2022 WE RESTORED:



**8 million m<sup>3</sup>**  
Overburden



**1.7 million m<sup>3</sup>**  
Subsoil



**860,000 m<sup>3</sup>**  
Topsoil

**BRADLEY:** Our restoration includes improving and gifting land to a local nature partnership to manage for the benefit of the local community in perpetuity, extensive tree planting, and returning the land to agricultural use.

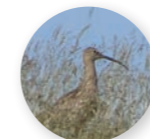
**BRENKLEY LANE:** Our restoration and aftercare is now largely complete across the Brenkley Lane and its sister site Delhi. We have planted new woodland, installed new hedgerow, in addition to creating a mosaic of connected ponds set within species-rich grassland. These ponds and the surrounding grassland provide excellent habitat and feeding grounds for wading and other ground nesting birds in an around the agricultural land.

**SHOTTON:** As part of our restoration-first strategy, in 2012 we opened Northumberlandia (pictured above) — a country park, woodland trail and landscape sculpture which has become a famous tourist attraction, known as “The Lady of the North”, drawing in around 100,000 visitors annually. We transformed the land, which was donated by Blagdon Estate while Shotton surface mine was still in operation, using around 1.5 million tonnes of material extracted from the mine to create the site.

The whole of the adjacent surface mine is now in restoration with footpaths to open the land to the community being created, under drainage to be installed to create valuable agricultural land, trees to be planted alongside hedgerows and fencing for grazing land and a significant area of low lying ponds created to provide flood alleviation as well as operate as a conservation zone for ground nesting birds.

## Local wildlife calling our sites home

We keep records of general wildlife sightings at our mining and renewable sites and historically we have recorded increased sightings of the species below. It is too early to tell if our latest habitat management plans implemented at our wind farms in South Lanarkshire have had a positive influence on Black Grouse populations (one of the key species we aim to encourage back to South Lanarkshire) but we will be monitoring numbers in the years to come.



Curlew



Lapwing



Mallard



Pheasant



Kestrel



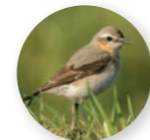
Snipe



Skylark



Meadow Pipit



Wheatear



Willow Warbler



Goldcrest



Great Tit



Magpie



Reed Bunting

### Individual sightings of the following endangered species have been spotted on our sites in the last two years:



**THREE RED KITES** spotted flying and feeding around the Bradley Surface Mine in spring/summer 2021. This bird of prey was saved from national extinction and has now been successfully re-introduced to England and Scotland.



**CADDISFLY** spotted at Kype Muir Wind Farm in winter 2020 — the first sighting of this threatened species in more than 100 years in South Lanarkshire.



**KESTREL** flying over the former Shotton Surface Mine in February 2021. Kestrels are currently on the Amber List of endangered species.



**PEREGRINE FALCON** at the Shotton Surface Mine in spring 2021. Peregrines are a Schedule 1 Listed Species of The Wildlife and Countryside Act.

## Resource efficiency and minimising waste

● **OUR COMMITMENT:**  
Use resources efficiently and minimise waste by re-using and recycling.

● **OUR APPROACH:**  
We will source, use, reuse and recycle resources efficiently and responsibly, designing out waste wherever possible to deliver sustainable production and consumption across our business.

We design our development sites with conscious parameters in place to limit waste and reduce negative environmental impacts. This helps us to reduce emissions associated with our operations and improve our overall efficiency. We look to reuse or recycle as many of the materials used on our sites as possible, contributing to a more circular economy. We also prioritise working with contractors who follow similar principles, such as being certified to ISO 14001 (Environmental Management).

Our work in this area directly supports SDG 12, particularly Target 12.5 — reducing waste generation through prevention, reduction, recycling and reuse.



### SPOTLIGHT: Reusable cleaning solution for our workshops

To help to reduce the amount of waste generated at our Thrislington Workshop, we installed a SafetyKleen “Kleenwipe” station in 2020.

The system provides a reusable wipe service for removing oil, grease and solvents from machine tools and plant equipment. Used wipes are laundered by SafetyKleen and returned to us for reuse.

The reusable wipes require fewer raw materials and less energy compared to disposable wipes which ultimately end up in landfill, and the cleaning process uses low-energy technology, with all water used in the process being recycled.

The solution also saves us money — around £500-£600 per year compared with the disposable alternative.



## Minimising negative impacts at our sites

Having operated surface mines for over 47 years, we have exceptional experience of measures employed to minimise our environmental impacts.

Examples of techniques we regularly deploy include high levels of water management where we capture all water from our sites, create channels through the land to collect at treatment areas such as settlement ponds or lagoons where the water is taken through a series of treatment activities before being allowed to leave the site or is re-used on the site to manage site activities such as dampening the land to avoid dust creation.

Water quality is tested daily to ensure the highest quality compliance. Often, we then utilise these treatment areas once the site is restored to turn them into water features for the benefit of wildlife and to create attractive viewing areas within the landscape.

During operation, we provide high levels of training to our operational staff including energy management training and safety briefings which emphasise the importance of turning off engines, machinery and lighting when not required. On-demand generators are also used to avoid energy wastage, together with energy efficient LED tower lights.



## Regular maintenance of machinery

To help achieve net zero, the management and maintenance of plant is critical to avoid the need for replacement plant or parts before they have come to the end of their useful life.

At Banks Plant Solutions, we operate a principle of preventative maintenance — monitoring our plant closely through telemetry to enable us to intervene before significant issues arise. By maximising the life of our plant we avoid significant amounts of carbon emissions both from the end-of-life processes involved with decommissioning our machinery, and from the manufacture and transport of new machinery to our sites.

An example of this in our fleet is the large earth moving excavator Bucyrus RH120E which has been in operation since 2010. The 120E has moved from Brenkley Lane to Bantycok Quarry over its life. We perform regular

maintenance and we estimate that we are avoiding thousands of tonnes of CO<sub>2</sub> emissions by keeping it in operation and not ordering the manufacture of new machinery (assuming around 1.85kg of CO<sub>2</sub> is emitted per 1kg of steel production). Our aim is to keep our plant in operation as long as it makes environmental sense to do so in terms of the emissions we are avoiding. When electric or hydrogen-powered heavy earth moving plant and equipment become available, we will begin the process of upgrading our fleet. Biofuel offers a transition opportunity until that time to minimise our emissions whilst extracting much needed raw minerals for use in manufacturing and infrastructure.

## Minimising and managing waste

At the Kype Muir Extension, our contractors reduce the usage of timber and steel products by utilising foundations rather than standard timber or steel framework. For the timber and steel that is used on site, our contractors aim to reuse as much as possible once construction has ended, through local charities and local enterprises, rather than sending the materials to landfill.

At Bantycok Quarry, we utilise the largest earth moving plant used in the UK today to move and mine the overburdening material and the gypsum to generate efficiencies. We can move more material with less plant generating less emissions.

Our waste management for our offices is contracted to external organisations — at our Meadowfield head office we work with SUEZ, a global water, waste and resource management solutions provider, and at our Hamilton office we work with ENVA a recycling and resource recovery solutions provider.

Banks Mining is certified to ISO 9001 (Quality Management), and 14001 (Environmental Management) standards which means that we have verified quality management and environmental management systems in place that guide us in our measures to reduce waste, enhance our resource efficiency, and reduce our overall environmental impact (read more about our ISO certifications on page 28).

In 2020/2021 we generated a total of 5.6 tonnes of waste at our head office, of which 2.4 tonnes was recyclable.

Looking forward each of our businesses will need to draw up strategies to reduce and where possible to design out waste.

# Upholding high environmental standards

**OUR COMMITMENT:**  
Aim for the highest practicable environmental standards through innovation and continuous improvement.

**OUR APPROACH:**  
We will challenge ourselves and encourage our suppliers to create best practice that not only complies with, but strives to exceed, regulatory requirements and to achieve the targets agreed for each of our operational projects in a detailed environmental management plan.

In 2022 we published a new and updated Environmental Policy to support the continued sustainable development of our business and to encourage the implementation of the highest standards.

The policy contains ten key objectives and is available on our website. Achieving certification to internationally recognised standards helps us verify and maintain the quality of work we do.

ISO 14001 is the international standard that specifies requirements for an effective environmental management system. Following an external audit by SGS UK Ltd, Banks Mining are certified to the ISO 14001:2015 standard for the development and management of infrastructure, earthworks and mineral recovery schemes and supporting logistics and plant services.

During our time operating at Bantyclock Quarry on behalf

of Saint-Gobain Formula, we have successfully taken part in two external ISO 14001 audits in partnership with Formula and the Jericho Works as well as our own internal annual audits and external audits which are conducted every three years.

**SPOTLIGHT**  
ISO Explainer



**ISO 9001: Quality Management System**

Framework to help organisations work more efficiently and make continuous improvements to processes.

**ISO 14001: Environmental Management System**

Framework to help organisations reduce their environmental impacts, waste, and to operate more sustainably.

The mining, transport, plant and construction parts of the business have held ISO 9001 certification since 1996 and ISO 14001 certification for our mining operations since 2005. All of our contractors for wind turbine operations and maintenance are also ISO 14001 certified.

In this reporting period, we achieved 97.92% availability across our wind farms — the proportion of time they were available to generate power — demonstrating the high level of efficiency we strive for and achieve with our operations.



## Environmental management plans

We develop environmental management plans (EMP) for every renewable, property or mining site we operate.

Our EMPs set the standards of environmental performance, and form the basis against which our operations are assessed during internal and external audits.



**SPOTLIGHT:**  
Environmental innovations at Bantyclock

Banks Mining took over as principal contractor at Bantyclock Quarry near Newark in 2021. We have the responsibility for a load and haul contract for the extraction and processing of gypsum.

Key to our proposal for the site was the environmental innovation proposed in our Environmental Management Plan, which would enable us to achieve lower environmental impacts, increased safety standards and cost benefits. Examples of this in action are as follows:

- A site redesign suitable for the large earth moving heavy plant
- Reduced total plant numbers onsite
- Refined haul routes and utilisation of 'bridges' to reduce subsequent emissions
- Investment in new crushing and processing equipment to be capable of providing the highest quantity annual output the site has ever delivered

*“We are always looking for ways to continuously improve our operations in terms of efficiency, environmental performance, and restoration, and Banks’ reputation in all these areas is first class. They offer larger, more high-tech mobile plant with state-of-the-art ‘telematics’ monitoring equipment which enables them to deliver the best fuel and performance efficiency.”*

**Kevin Glasper**  
BANTYCOCK QUARRY MANAGER • SAINT-GOBAIN FORMULA

# Our Communities



## OUR COMMUNITY COMMITMENTS:

- Treat you with respect and consideration and strive to deliver excellence in our engagement with you
- Work with you to develop inclusive, safe, resilient and sustainable new communities
- Explore how our developments can deliver lasting tangible benefits to your local community
- Support your community with investment and opportunity



## The past two years - our review



98 community events\*



1,757 letters of support for our planning applications



21 community liaison committees attended\*\*



Five projects obtained planning permission



Over £1 million in community benefit contributions\*\*\*



Around £1.6 million in community benefits set aside from our wind farms



Our partners spent £9.5 million with local sub-contractors\*\*\*\*



Estimated £93.5 million worth of construction contracts\*\*\*\*\*



1,198 jobs secured by our planning applications and consents\*\*\*\*\*

\*Including project community liaison meetings, community or parish council events, surgeries, workshops, and full public exhibitions / \*\*Either virtually or in person for our operational mining and renewables sites / \*\*\*Combined figure of grants from the Banks Community Fund grants and contribution to South Lanarkshire Council's Renewable Energy Fund  
\*\*\*\*Building Kype Muir Extension, £9,596,143 was spent by our partners on sub-contractors within 50km / \*\*\*\*\*Will be created by developing the property sites that were consented between 2020 and 2022 / \*\*\*\*\*For the last two years through construction and ongoing operations during project lifetimes



# Partnerships with local communities

## OUR COMMITMENT:

Treat you with respect and consideration and strive to deliver excellence in our engagement with you.

## OUR APPROACH:

We will take a collaborative and inclusive approach to build community trust, publishing clear information about our proposals and providing opportunities for local communities to participate. We welcome local feedback which helps us to understand local issues, needs and values and to work collaboratively to help shape the design of our proposals together.

We believe that where land is to be developed, it should be done in a careful and considerate way that delivers economic, social, educational and environmental benefits to the local community.

Fundamental to our *development with care* approach is the way we work in partnership with the communities close to our developments. We understand that change can be significant for local communities and we listen carefully to local views, and work closely with local people to take on board their feedback and implement solutions whilst also delivering lasting benefits tailored to the specific needs of the community.

We remain in close contact with the local communities throughout the planning and development cycle, and ensure that local people play an active role in shaping proposals that align with their needs and values.

Over the past two years we successfully obtained planning permission for seven projects through extensive community and political engagement:

- **Barnsdale Solar** (Kippax, east of Leeds)
- **Darlington Road, Barnard Castle** (County Durham)
- **Bent House Lane** (County Durham)
- **Bowesfield Gas Peaker** (Stockton-on-Tees)
- **Mill Rig Wind Farm** (South Lanarkshire)
- **Lethans Wind Farm** (East Ayrshire)

During the same period, we submitted a further nine planning applications and held 98 community consultation events, including face-to-face events such as surgeries and community council meetings as well as full public exhibitions.



'Covid-safe' outdoor exhibition community consultation



De-carbonisation community workshops



## SPOTLIGHT: Understanding the needs of local communities near the Lethans Wind Farm Extension

In 2021, we held a number of public consultations to present our proposed extension to the Lethans wind farm in East Ayrshire, which will have a generating capacity of more than 60MW — enough to provide over 38,000 homes with green electricity per year.

Following extensive public engagement with the communities around the development, we modified the blueprints, reducing the number of turbines from eleven to ten, and altering the positioning to sit more in line with the natural contours of the landscape, as per the communities' wishes.

Communicating the benefits of the extension was a crucial part of the process. During the construction phase, over £42 million will go to Scottish contractors, supporting 400 jobs in the local area.

A £750,000 skills and training fund for the first five years has also been set-up to help local people into jobs and training.

We are also collaborating with nine local community councils to drive a transformative impact through community funding and a targeted economic.

### ADAPTING OUR COMMUNICATIONS IN LIGHT OF COVID-19 RESTRICTIONS

Maintaining open and clear dialogue with our local communities during the Covid-19 restrictions was crucial for us, especially for the public consultations for local residents. We switched as many of our communication methods online as soon as possible, in the form of conference calls, webinars, online exhibitions, and digital publications to enable local communities to stay informed and

engaged in our work. Our online Lethans Extension Exhibition, for example, attracted more than 750 unique website visitors.

### DEVELOPING STRONG COMMUNICATION RESOURCES FOR COMMUNITY OUTREACH

Banks' communications and graphics teams play a crucial role in our community outreach — developing communications that truly connect with the local communities in a focused manner, ensuring that the local people have the information they need, in an engaging format, to fully understand our plans, how the project could benefit them, and what the current status is.

*“We were humbled by the level of local support there was to help shape the proposal. By working together, we believe that this — and other projects in the region — can truly begin to deliver the positive legacies that local people want and deserve.”*

**Michael Newton**

SUSTAINABLE DEVELOPMENT COORDINATOR • BANKS GROUP



# Developing communities that thrive

**OUR COMMITMENT:**  
Work with you to develop inclusive, safe, resilient and sustainable new communities.

As with our renewables and mining sites, when developing any new property site, we're looking to improve the local environmental and deliver social and economic benefits to the local communities.

**OUR APPROACH:**  
We will design attractive property developments to provide facilities and infrastructure that enable new communities to thrive.

Our goal is to create sustainable places where people will want to live and work by designing a range of facilities into our developments including open green spaces, recreational areas, retail facilities, community facilities, cycle routes, bus services and other transport connections.

This work directly supports SDG 9, in particular Target 9.4 — upgrading infrastructure for sustainability, and SDG 11 — making cities and human settlements inclusive, safe, resilient and sustainable.

*“There’s a significant imbalance between supply and demand of new homes in the UK and this is something that Banks has a major part to play in addressing. It’s something that drives us — bringing homes to people who need them while creating positive impacts for existing communities.”*

**Russ Hall**  
MANAGING DIRECTOR • BANKS PROPERTY & BANKS HOMES



**SPOTLIGHT:** Developing a space for 300 new homes and a safe environment for students in Durham City

We are in the process of developing a former golf course on the edge of Durham City into a multi-use development featuring new homes, retail facilities, green spaces and student accommodation.

**LOCATION:** South of Durham City Centre, on the edge of Durham University City Campus

**LOCAL AUTHORITY:** Durham County Council

**SIZE:** c38 hectares (c93 acres)

**SITE STATUS:** Under construction

Through close collaboration with key local stakeholders including Durham County Council, Durham University and specialist consultants - the majority of the Mount Oswald site has now been developed, providing 300 high quality homes, accommodation for up to 1,850 students at Durham University, 25 acres of public open space, and five children’s play areas.

Key to the proposal was the aim of creating a mix of housing types, which included an affordable housing provision, a safe environment for students, with all relevant facilities such as shops and social areas provided on site.

Improvements were also made to the pedestrian and cycle routes linking to Durham University, with an extension made to the bus service to include Mount Oswald. A further improvement was the re-purposing of a Grade II listed Manor House which will provide a new registry office and archive facility for Durham County Council. Durham University has also built two new colleges on the site.



## Key benefits of the Mount Oswald project

**25 acres**  
Open public space

**£100 million**  
Construction value

**5 Play areas**

**300**  
New homes

**£670,000**  
Additional annual council tax

**1,850 bed**  
Student accommodation

Re-purposing of Grade II listed building

**120**  
Construction jobs

Sustainable transport contributions and new bus route

# Delivering lasting community benefits

**OUR COMMITMENT:**  
Explore how our developments can deliver lasting tangible benefits to your local community.

**OUR APPROACH:**  
We will support and invest in eligible community groups and voluntary organisations to provide new and improved community amenities and environmental enhancements.

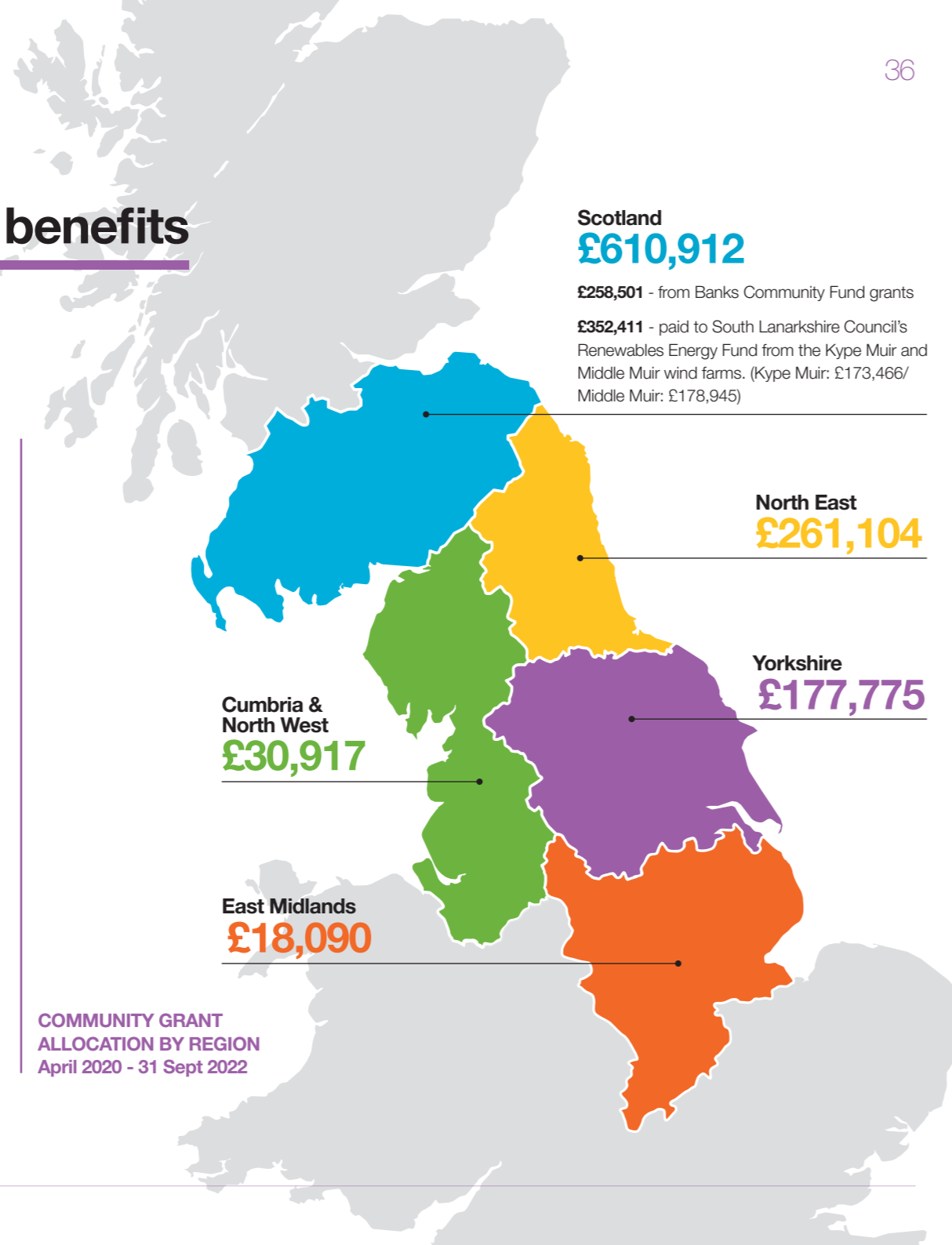
At Banks, we firmly believe the success of our business depends upon building strong relationships with the communities around our developments and delivering local social, economic, and environmental benefits. We have awarded over £7.5 million in grants to more than 1,300 community groups through Banks community funding since the company was established in 1976.

The funds are administered through various partnership schemes, ensuring that the money is used for projects tailored to local issues, identified by local people. By investing in projects with community-driven action at the core, we can help facilitate successful, long-lasting change.

**Over £1 million in community benefit contributions\***

**Around £1.6 million in community benefits set aside from our wind farms**

\*Combined figure of grants from the Banks Community Fund grants and contribution to South Lanarkshire Council's Renewable Energy Fund



**Scotland**  
**£610,912**  
£258,501 - from Banks Community Fund grants  
£352,411 - paid to South Lanarkshire Council's Renewables Energy Fund from the Kype Muir and Middle Muir wind farms. (Kype Muir: £173,466/ Middle Muir: £178,945)

**North East**  
**£261,104**

**Yorkshire**  
**£177,775**

**Cumbria & North West**  
**£30,917**

**East Midlands**  
**£18,090**

**COMMUNITY GRANT ALLOCATION BY REGION**  
April 2020 - 31 Sept 2022



In the reporting period, we awarded £746,388 in grants to local community groups through the Banks Community Fund. Here's a snapshot of how the funding has been used.

% Spend	Impact of the funding	Awarded
32%	Advance people's physical and mental health, wellbeing and safety	£235,633
26%	Maximise ability to strengthen community cohesion and build social capacity	£193,370
22%	Transform access to, and engagement with, the environment and public spaces	£168,220
13%	Connect people with the arts, culture and heritage	£96,835
4%	Promote reduction of isolation and disadvantage and access to local services	£30,983
3%	Improve life skills, education, employability and enterprise	£21,348
<b>TOTAL</b>		<b>£746,388</b>

SDG	Amount Awarded
3: Good Health & Wellbeing	£127,296
9: Industry Innovation & Infrastructure	£84,641
11: Sustainable Cities & Communities	£79,221

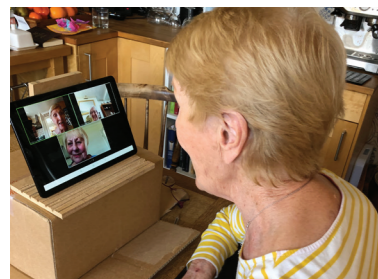
\*This data has been collected by County Durham Community Foundation (CDCF) based on their financial year and covers 1 April 2020 - 31 March 2022. This is different to The Banks Group reporting period used in this report (1 October 2020 - 30 September 2022) and therefore is not an exact representation of our community benefit spending in this reporting period.

## Supporting our communities during the Covid-19 pandemic

We expanded the application criteria of the Banks Community Fund during the Covid-19 pandemic to enable local groups to respond to urgent community needs such as food donations, PPE equipment, and other requirements.

This expansion enabled us to provide a grant of £10,000 in October 2020 to support various Darlington based groups including Age UK North Yorkshire & Darlington, Prospect Place Food Bank, Darlington and the 700 Club.

With the current cost of living crisis placing significant demands on communities, our application criteria will remain at the same wider level for the foreseeable future to provide ongoing support to those in our communities that need it most.



### SPOTLIGHT: Kype Muir Wind Farm community benefits

A proportion of the revenue from the Kype Muir Wind Farm is directed into three different programmes to benefit local communities:

- Connect2Renewables employment support, which aims to improve access to further education, employment, and training for local people and is administered by South Lanarkshire council. This programme received £442,000 in funding during the reporting period. Read more about Connect2Renewables on page 41.
- South Lanarkshire Council's Renewable Energy Fund (REF), a broader fund which administers revenues from all wind farms in the region, not just those owned by Banks. The REF received £165,750 from Kype Muir in this reporting period (and a further £255,000 from the Middle Muir Wind Farm).
- The Kype Muir Community Partnership, detailed below, which received £276,250 in this reporting period.

The Kype Muir Community Partnership (KMCP) was established in 2019, with the aim of addressing local issues that are sometimes missed by the traditional funding channels. Led by community action plans and grass roots community ideas, as well as reacting to community needs (for example during Covid-19), the KMCP has supported key issues like health and wellbeing, community development, and disability access.

Banks supports the KMCP with £138,125 each year, and any community group or organisation within 10km of the wind farm is entitled to apply for funding. To ensure the range of communities and their relative needs are fully represented, a team of local people, including members of the community councils lead the decision making on assessing applications and awarding grant funding.

Beneficiaries	Amount Awarded
Children and young people	£42,587
Aged 65+	£3,500
Additional mental and physical needs	£12,00



**£60,706**  
Community support and development



**£87,000**  
Disability and access issues



**£19,450**  
Health, wellbeing and mental health



**£28,629**  
Environment and improving surroundings

During the Covid-19 pandemic, the KMCP played a key role in providing practical support to both residents and community groups, as well as helping keep services running for the most vulnerable members of the community.

SDG	Amount Awarded
3: Good Health & Wellbeing	£129,000
11: Sustainable Cities & Communities	£51,468
15: Life on Land	£29,356



Councillors from the KMCP visit Kype Muir Extension while under construction with members of the Banks team



### KMCP IN ACTION: Supporting Climate Action Strathaven

One of the community groups to benefit from the Kype Muir Community Fund in 2021 was Climate Action Strathaven (CAS), a charity which works to raise awareness of the climate crisis and increase sustainability measures in Strathaven and the surrounding area.

CAS received a grant of over £6,000 from the fund, and it used the funding to carry out a range of "sustainability for all projects" including installing a water refill eco-hub in Strathaven town centre for refilling reusable water bottles; setting up a cycle repair workshop at Strathaven Town Mill to help locals get their bikes back up and running and encourage active travel across the town; and issuing bike repair vouchers with 90% off repairs at the CAS workshop.

*"At Climate Action Strathaven we have been focused on making sustainable choices as accessible as possible for people in our community, and it has been great to have the support of Banks Renewables in delivering a better and greener future for our town."*

**Arthur Potter**

PROJECT COORDINATOR • CLIMATE ACTION STRATHAVEN



## RENEWABLE ENERGY FUND IN ACTION:

Helping a village hall reduce their energy bills through solar power

Funding from the Renewable Energy Fund (REF) generated through our Middle Muir Wind Farm, totalling £124,694, helped to pay for the installation of 111 solar PV roof panels and four Tesla Powerwall batteries for Crawfordjohn Village Hall in 2022.

The initiative included funding from two other local wind farms (Clyde wind farm and Clyde extension) contributing a further £41,564 to the project.

It is anticipated that the solar electricity generated will reduce the Hall's running costs by 80% with any surplus energy going back into the grid and providing an additional income stream for the Village Hall.

*“This is not your typical solar array — with rising fuel costs this will turn a community facility into something that can run sustainably and enable communities themselves to make the transition to renewable energy. It’s vitally important to us that communities are able to benefit from the wind farms they live close to and it’s even better if it helps them on their own journey to securing affordable and clean energy. We think this is a fantastic example for others to follow.”*

**Robin Winstanley**  
SUSTAINABILITY AND EXTERNAL AFFAIRS MANAGER • BANKS RENEWABLES

*“This project has been two years in the making so to see the final result is incredible — we’re all extremely pleased with the outcome. To have received such a huge grant has made this possible. Not only will the hall save money and continue to host events, it will also be part of a much more sustainable future. We are still struggling to get the hall back to being used as it was pre-pandemic. We’re hoping that with the boost to lower energy bills, it will enable us to increase the number of events at the hall so we can continue to offer the space as an important community facility.”*

**Liz Steele**  
VICE CHAIR • CRAWFORDJOHN HALL ASSOCIATION



## Supporting local economies

**OUR COMMITMENT:**  
Support your community with investment and opportunity.

**OUR APPROACH:**  
We will identify the priority needs of our local communities and endeavour to make a difference by providing support that delivers a lasting positive legacy.

*Development with care* ensures that we invest in the local economies that support our projects, be it through the jobs we create, the local contracts we award, or direct investment to help local people develop their skills and improve their employment prospects. In this way, we support SDG 8 — promoting sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.



### SPOTLIGHT: Connect2Renewables

Connect2Renewables (C2R) is our targeted programme for maximising the benefits of our renewable energy developments for local people and the local economy in South Lanarkshire. The C2R charter was created in 2014 and has a number of key objectives:

- Maximise contracting opportunities for local firms and give priority to placing local businesses on tender lists wherever possible;
- Make local benefits and the employment of local labour a material consideration when awarding contracts;
- Develop direct training and employment opportunities for local people on our wind farm projects and work in partnership with South Lanarkshire Council to support improved access to further education, employment and training for local people;
- Support the establishment and work of local community advisory panels to identify and advise on local causes and charities for grant making purposes; and
- Target overall minimum economic benefit to the local economy of £500,000 per installed megawatt over the life of each wind farm.

Our local investment principles are adhered to by our contractors and are having notable effects throughout local supply chains. Scottish firm RJ McLeod was awarded the balance of plant contract at the Kype Muir Wind Farm Extension, and to demonstrate its compliance with our C2R criteria, it maintains its own records of spend on contracts in the region. For the project, RJ McLeod recorded 64% of total construction spend going to contractors within a 50km radius of the site.



### THE COMBINED ECONOMIC IMPACT OF THE KYPE MUIR AND MIDDLE MUIR WIND FARMS:



**£368.2M**  
Combined total spend



**£203.2M**  
Combined spend within 60km



**55%**  
Total spend within 60km



**£1.46M**  
Spend per MW



**£135.5M**  
Gross value added



**652**  
Jobs during development and construction



**58**  
Operational jobs supported annually

## Kype Muir and Middle Muir contributions to local economies

The Kype Muir and Middle Muir wind farms were developed in line with our C2R principles, and have generated significant economic benefits to the surrounding communities.

Our total spend on contracts to develop and maintain the two wind farms over their predicted 25-year lifespans is £95.3 million for contractors located within a 30km radius of the projects. This increases to £203.3 million when expanded to a 60km radius.

The wind farms also meet our charter commitments of spending more than £500,000 per megawatt of electricity generated on contracts within the local area. For Kype Muir we spent £754,500 and for Middle Muir we spent £560,784 per megawatt within a 30km radius,

increasing to £1.39 million and £1.572 million respectively when expanded to a 60km radius. In terms of boosting local job opportunities, the development and construction of the two wind farms created 300 job years\* for people within a 30km radius, and the continued operation of the wind farms will provide 26 jobs per year within a 30km radius throughout the wind farms' lifespans.

In terms of the gross value added (GVA, or net contribution to the economy), the Kype Muir and Middle Muir wind farms will contribute an estimated £33.4 million

to the South Lanarkshire region during their lifespans.

Improving access to further education, employment and training for local people is a fundamental component of the C2R charter, and we aim to maintain a reliable, consistent presence in the communities in which we operate, to provide a range of employability support. We have contributed £348,500 to South Lanarkshire Council each year since the Kype Muir Wind Farm began operating. This funding has supported 776 local people, with 425 people receiving direct financial support and 351 people receiving other forms of support, such as help with writing CVs and job applications.

\*As the contracts were short-term, the employment impact is measured in job years. For the full methodology, please refer to the 'Bodinglee Wind Farm Initial Economic Impact Assessment' by Biggar Economics at <https://www.banksgroup.co.uk/renewables/connect2renewables>



## SPOTLIGHT: Supporting Isla Macdonald with college fees for her Music degree

One beneficiary of the C2R employment programme in 2021 was Isla MacDonald, a young student and talented musician.

Funding from the C2R employment programme helped to cover a shortfall in tuition costs for the HND in Music Performance at the Academy of Music and Sound in Glasgow, and also the travel costs between her home town and the Academy

Following the HND course, Isla plans to continue studying to achieve a BA from the Academy, in pursuit of her dream to perform as a musician in the future.

*“From a young age, I have been obsessed with music, I live and breathe it! After a careers event at my school where I met some of the guys from the academy, I was determined to take my passion for music to the next level. The funding has allowed me to attend the college that’s best suited for me. As someone who has learning difficulties, I find larger classes and locations difficult and my college is the perfect size to allow me to get all the help I need. The fund also helps me pay for the travel costs from what is quite a remote area.”*

Isla MacDonald  
MUSIC STUDENT

## SPOTLIGHT: Funding for local employers to train new workers

The C2R employment programme also provides funding to local employers, enabling them to hire and train new workers.

The funding helped the John Bryson and Sons Dykehead Farm in Lesmahagow pay for the training and other necessities needed for taking on new employee Ewan Finnie, who has now become a real asset to the farm and a reliable team member. “Taking Ewan on was a great

decision and I’m very thankful to Banks for providing the funding which allowed us to do so. I have mentioned the incentive scheme to others in the area and would encourage anyone else to look into it. It’s been a complete win-win situation for us.” — William Bryson, Farm Manager.



*“I have always enjoyed being outdoors so the chance to work and learn on the farm was just what I was looking for. I’m loving it so far. I’ve learned lots of new skills and really feel like part of the team.”*

Ewan Finnie  
DAIRY FARM WORKER • DYKEHEAD FARM



## Delivering jobs and investment through our property sites

Our housing schemes provide strong economic benefits to the local communities in terms of the jobs and contracts they bring, but also by increasing the revenues of the local councils through the additional council tax and the New Homes Bonus scheme.

We estimate that our consented property projects in 2020-2022 will deliver almost £100 million in construction contracts and costs, 463 direct and indirect construction jobs, over £1 million in additional council tax and over £4 million in New Homes Bonuses.\*

Project	Construction Cost	Direct and indirect construction jobs (Full Time Equivalent – per annum of construction)	Additional Council Tax (Per Annum)	Assumed New Homes Bonus
Kirklevington	£16,460,000	75	£170,000	£1,000,000
Bent House Lane	£62,170,000	238	£705,160	£2,400,000
Barnard Castle	£17,080,000	150	£193,543	£658,000
<b>Total</b>	<b>£93,520,000</b>	<b>463</b>	<b>£1,068,703</b>	<b>£4,058,000</b>

\*These are projections based on the scheme submitted in the outline application. Exact numbers will be dependent on build out rates and ongoing changes to the scheme.



Charity picnic



Christmas Jumper Day and Carol Service



Cake baking



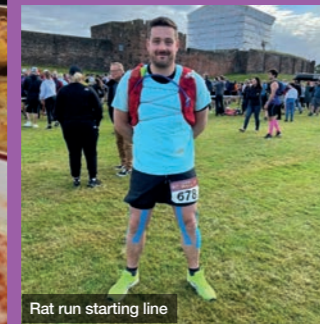
Football predictor



Charity buffet



Banks team taking part in Total Warrior obstacle event



Rat run starting line



Macmillan Coffee Morning



Earth, Wind and Tyre bike ride

## Philanthropy and volunteering

**Banks employees have a strong history of volunteering and taking on challenges to raise money for local and national charities, supported by our Corporate Responsibility (CR) Team.**

Between 2020 and 2022,\* we raised more than £6,600 for charities, including £5,000 for our 2022 nominated charity Neuroblastoma UK, a small national charity dedicated to finding a cure for neuroblastoma, an aggressive form of cancer which affects around 100 children in the UK each year.

Opposite is a snapshot of some of the challenges and fundraising events from the past two years.

Over the Christmas period in 2021 we created Reverse Advent Calendars at our Meadowfield and Yorkshire offices – collection boxes for employees to donate non-perishable food, and children's toys which were then given to Durham Foodbank and Leeds South and East Foodbank. We also held Christmas raffles and Christmas jumper days.

Our employees also took on individual challenges, for example one employee completed a 70-mile challenge along Hadrian's Wall, another participated in the Cancer Research UK: Walk All Over Cancer, and another took part in a 108mile 'Earth, Wind and Tyre' bike ride.

Charities/awareness events supported in the reporting period:



More than £115,000 has been raised in the past 15 years for the charities chosen by our employees as part of our biennial staff charity vote. These have included:



# Our People



## OUR PEOPLE COMMITMENTS:

- Create a working environment where your health, safety and wellbeing are our priority
- Nurture and develop your talent and skills
- Be a diverse, supportive and inclusive employer
- Provide you with fairly paid and sustainable employment in a stimulating environment



## The past two years - our review



Achieved the Investors in People Silver Accreditation



Better Health at Work Award 'Maintaining Excellence Status' three years running



Accident/injury rate 70% better than the national average\*



Average of 10 hours 40 mins health and safety training per employee in 2021



Average of 58 hours 15 mins training per graduate in 2021\*\*



Average of 484 hours training per apprentice in 2021\*\*



91% retention of graduates and apprentices\*\*\*



8.25 years - average length of employment at Banks



13 Mental Health First Aiders (MHFAs) trained - with 182 hours of training in total

\*Reporting of injuries, diseases and dangerous occurrences regulations rates of 0.41 in 2020 and 0.13 in 2021 - significantly lower than the national average of 1.68 / \*\*Does not include 'on-the-job' learning, only specific training that has been provided / \*\*\*Within the first 12 months of the programmes



## Caring for our people

**OUR COMMITMENT:**  
Create a working environment where your health, safety and wellbeing are our priority.

**OUR APPROACH:**  
We want our people to feel they are part of a team where everyone is valued and their safety and wellbeing are prioritised above all else. We encourage our people to maintain an active and healthy lifestyle and empower them to take ownership of their wellbeing in line with the Banks Group Wellbeing Strategy.

At Banks, our dedicated team is made up of over 200 people who share our values and who want to make a positive contribution to the world we live in. We have a duty to provide them with a safe, inclusive workplace where they are given the tools and training to achieve their goals.

We prioritise safety and wellbeing in the workplace above all else, and are proud to have achieved the “Maintaining Excellence Status” from the Better Health at Work Award every year since 2020, after working our way up through the tiers. Achieving the highest level in the five-tier award system recognises our significant effort in addressing health issues within the workplace.

Many of our health, safety, and wellbeing initiatives are organised by our Corporate Responsibility (CR) and health advocates teams — dedicated volunteers across the organisation who have a genuine interest in going the extra mile to maintain our supportive working culture at Banks.

Many of these initiatives directly support SDG 3, in particular, Target 3.4 — reducing premature mortality from non-communicable diseases through prevention and treatment and promoting mental health and wellbeing.

### Beyond the workplace: encouraging healthy habits

Our health advocates team plays an important role in fostering a happy, positive, and welcoming workplace culture across the Banks Group.

In line with the Health, Safety, and Wellbeing Policy, the team sets out to promote and embed positive, physical, mental, and social health and wellbeing values for all employees with the aim of embedding a culture that:

- Empowers people to take ownership of their wellbeing;
- Provides up-to-date, relevant and supportive content for all;
- Encourages board members, divisional directors and line managers to be informed about how to support their team’s wellbeing;
- Fosters leaders who will challenge the stigma attached to mental health; and

- Supports a network of well-being champions.

Over the past two years, our health advocates team organised a range of workshops to bring greater awareness to specific illnesses and issues; these included a focus on breast cancer, prostate cancer, bowel cancer and diabetes awareness.

The team also organises campaigns encouraging healthier lifestyles, for example they held a “Move More March” and “More Miles May” campaign in 2021 to incentivise our employees to walk, run or cycle more than usual to boost their physical health.



### Health and safety

We adhere to a Health, Safety and Wellbeing Policy that details our commitment to the wellbeing of everyone involved with our business activities.

Maintaining high standards of health and safety is an integral part of all that we do — it is embedded in the training of our people, the robustness of our controls, our communications across our activities and within our business culture. Read the full details of our Health and Safety Policy on our website.

Training employees on health and safety measures is imperative for a safe workplace, and in 2020-2021, our employees received an average of 9 hours and 30 mins of health and safety training each, increasing to 10 hours and 40 mins per employee in 2021-2022. The lower level in 2020-2021 was largely due to Covid-19-related disruptions.

Measuring injury rates across the Banks Group is vital for us in determining the

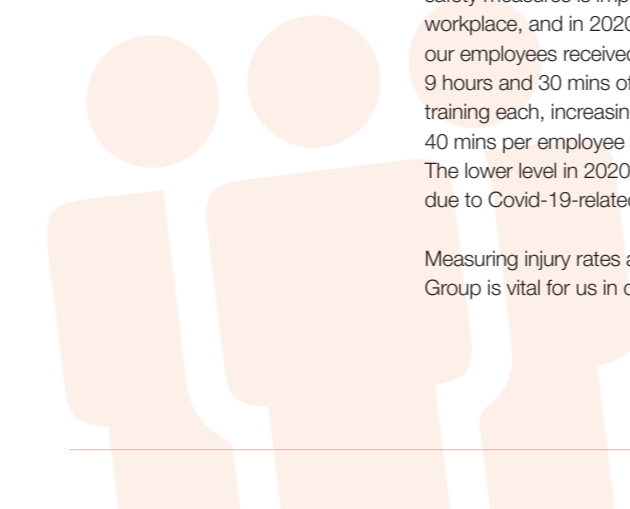
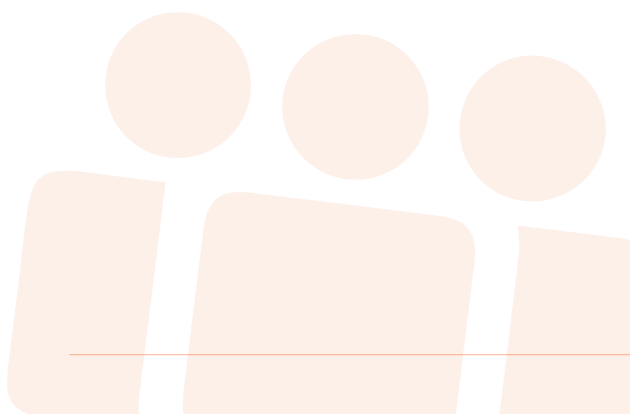
effectiveness of our health and safety management approach.

We measure lost time injury frequency rates (LTIFR); reporting of injuries, diseases and dangerous occurrences regulations (RIDDOR) frequency rates, and total days worked without a lost time injury.

Across the entire group, we recorded an LTIFR of 0.44 in 2020-2021 and 0.13 in 2021-2022, and RIDDOR rates of 0.41 and 0.13 respectively. We calculate the rates per 100,000 employee hours worked.

Our RIDDOR rates are significantly lower than the average national benchmark of 1.68, demonstrating our commitment to high levels of health and safety.

#### DAYS WORKED WITHOUT A LOST TIME INJURY BY BUSINESS AREA (2020-2022)



## Greater focus on mental health

We believe that mental wellbeing is equally as important as physical wellbeing, and through our Wellbeing programme we have trained 11 Mental Health First Aiders (MHFAs) to support employees across the Banks Group.

Our MHFAs are all volunteers and they receive 18 hours of training annually. They play a crucial role in providing guidance and support to employees, and in highlighting the importance of good mental health through internal events and campaigns.

Prevention is at the heart of our mental wellbeing approach; both in identifying when someone is struggling early on, and in giving employees the tools, such as workshops on developing coping strategies, to stay mentally healthy. We also have a dedicated intranet site which

gives employees further resources to support their mental health and wellness.

Our approach to mental health was noted by the Better Health at Work Award assessors who praised our investment in line manager training on spotting the signs of mental ill health, and the work put in to easing staff anxiety on the return to the office after a lengthy lockdown.

Members of the mental health strategy team with executive director Gavin Styles signing up to the 'Time to Change' pledge

**BANKS Group**  
development with care



*“Since the wellbeing programme was launched two years ago there has been a notable culture change in terms of people speaking more openly about mental health issues and having a greater understanding of how important mental health is to our overall wellbeing.”*

*The initiatives to provide training to line managers on spotting early signs of mental health difficulties in their team members has also been really beneficial.”*

**Christian Adkins**

HEALTH SAFETY & WELLBEING MANAGER • BANKS GROUP

*“Helping Banks achieve the ‘Maintaining Excellence Status’ from the Better Health at Work Award was very rewarding for me personally.*

*I’m very proud to work for an organisation that cares about their staff and their wellbeing, and I enjoy helping to arrange events, running workshops and activities to help raise funds for our charities.”*

**Debbie McWilliam**

HEALTH ADVOCATE & MENTAL HEALTH FIRST AIDER • BANKS GROUP

## Keeping staff safe during the Covid-19 pandemic

Protecting our employees from Covid-19 has been a key priority for us since 2020. Some of the key measures we took to keep our employees safe included:

- All employees, visitors and contractors entering our buildings were required to sanitise their hands;
- All visitors and contractors were required to complete a Covid-19 visitor questionnaire prior to their visit;
- Common areas and frequently touched surfaces were cleaned daily and a thorough deep clean was undertaken periodically;
- Perspex screens were put in place to protect employees;

Along with ensuring their physical safety, we also supported employees with their mental health during the pandemic.

Our CR team maintained communication through the quarterly newsletter, providing updates on the situation and measures in place, offering tips on dealing with anxiety, and opening up the conversation about grief, which is likely to have affected a number of staff during the pandemic.

- Seating arrangements in meeting rooms and break rooms were designed to allow for adequate social distancing;
- Hygiene stations were made available throughout the buildings, with disinfectant wipes, sprays, and paper towels;
- Employees were advised to stay on the left-hand side when walking down corridors; and
- Working from home during lockdowns was made possible for those employees whose roles could be conducted remotely.

During lockdown, the CR team hosted online exercises classes and quizzes to keep our employees virtually connected, while the Health Advocates and Mental Health First Aiders held lunchtime mental health check-ins with staff.

When lock down restrictions were lifted, the CR team helped to guide the transition back into our offices and onto sites.



## SPOTLIGHT: Marking Mental Health Awareness Week

In May 2022, our Health Advocates and Mental Health First Aiders organised a range of activities to support the national campaign:

- A member of The Banks Group management team shared a blog about a personal experience with a relative who was feeling lonely;
- A “coffee and chat” morning to encourage people to talk beyond work topics; and
- A workshop on relaxation and breathing techniques.
- Fresh fruit provided to employees to promote a healthy lifestyle;
- A “coffee and chat” morning to encourage people to talk beyond work topics; and
- A workshop on relaxation and breathing techniques.
- “Happy balloons” were left on all employee desks, along with positive quotes;
- Water bottles given to employees with an underpinning message of “Don’t bottle it up”;

In the previous year, over 50 members of Banks’ staff attended an online mental health training course hosted by the charity MIND. The course covered topics such as identifying what mental health means, recognising signs of poor mental health in employees, tips on how to have conversations with staff about their mental health, identifying how to support employees to have good mental health at work, and identifying how to create a positive culture around mental health and wellbeing within the teams at Banks.

We received incredibly positive feedback on the activities arranged for the week, with 100% of survey respondents saying they found the week’s activities “excellent” or “very good”.

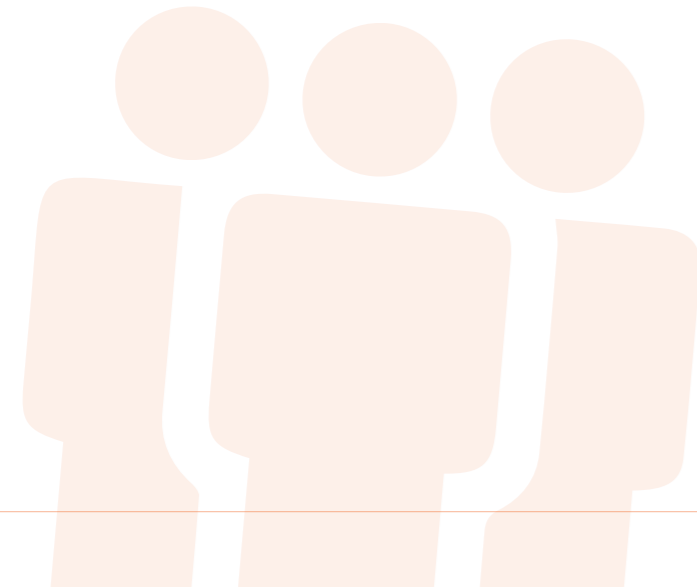
## Nurturing talent and developing skills

**OUR COMMITMENT:**  
Nurture and develop your talent and skills.

We are dedicated to recognising and nurturing the talent and skills of our employees and giving them the tools and the room to grow.

**OUR APPROACH:**  
We support our employees to develop the skills and expertise to perform their role to the highest level. Our training and development initiatives encourage our people to fulfil their highest potential. We encourage internal progression, giving responsibility, empowerment and trust to encourage people to take on new challenges. We offer learning and development opportunities including apprenticeships and training programmes dependent on the needs of the individual and the business.

Our work in this area supports SDG 4, particularly Target 4.4 — increasing the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.



### Investors in People

We have achieved the Investors in People (IIP) Silver Accreditation each year since 2018, which recognises the Banks Groups' highly empowered workforce, supportive management, and an embedded commitment to developing individuals. Silver is a significant achievement — only around 23% of organisations achieve this standard.



*“To gain the Silver IIP standard again this year, in what has been a uniquely challenging year, has taken a lot of hard work and effort from people across the business. Huge thanks to all the team for their positive contributions and support in enabling the Banks Group to continue its IIP journey.”*

**Gayle Glass**  
SENIOR HR ADVISOR • BANKS GROUP

## Employee engagement

**We conduct surveys to better understand how our employees feel about our initiatives and the general working culture at Banks.**

In the most recent Investors in People survey in 2021, employees were very positive towards our approach to training and development and the working culture at Banks, with the following views highlighted:

- Our people enjoy strong support from their managers and have high levels of trust in senior leaders;
- Our people enjoy high levels of autonomy;
- Our people believe that the culture encourages collaborative working; and
- We encourage our people to learn and develop.

Compared with the last employee survey (in 2018), we improved on the following eight indicators:

- Leading and Inspiring People
- Living the Organisation's Values and Behaviours
- Empowering and Involving People
- Managing Performance
- Recognising and Rewarding High Performance
- Structuring Work
- Building Capability
- Delivering Continuous Improvement

### SPOTLIGHT: Ensuring a just transition

As a business we have always recognised the importance of training and development of our people. We have taken opportunities to transfer staff through the business to build experience, to maximise their potential and considering their interests.

As we have moved away from coal mining ensuring our workers had transferrable skills was part of our just transition, whether that would be with Banks or if they would continue their career elsewhere. We transformed our Shotton Surface Mine into an official test centre for the National Plant Operators Registration Scheme (NPORS), one of the

UK's leading accreditation and registration bodies. Making the site an accredited NPORS testing centre meant that our team members would receive qualifications which are recognised across the construction and extractive industries, therefore setting the foundation for greater job flexibility in the future.

We were delighted when our some of our operational staff chose to move with us to our site at Bantycok Quarry when the coal sites closed and were delighted to welcome others back to Shotton Surface Mine to help us finish the restoration works.



### SPOTLIGHT: Richard Warrior

Richard Warrior, an experienced engineer, spent more than three decades working for Banks' minerals and mining operations but has now moved his focus from the ground to the air to become a wind farm manager with Banks Renewables.

*“This is a totally different role to what I've done previously, but I'm really enjoying the challenge of learning about a new industry and getting to grips with all the different parts of my job. There's been a lot to learn to get fully up to speed with my new role, I'm being well supported by my new colleagues and getting lots of training that's helping me build on my engineering knowledge every day.*

**Richard Warrior**  
WIND FARM MANAGER • BANKS RENEWABLES

## Performance appraisals

All employees at Banks have an annual performance appraisal, a personal development plan and at least twice-yearly reviews which helps us identify the additional skills and experiences they need to truly excel in their roles and in their careers.

These plans are driven by our employees, based on what they want to achieve, in line with business goals. It is our role as an employer to ensure they have the tools and development pathways to achieve these goals.

***“The Banks Group is involved with some ground-breaking, challenging and landmark projects and our focus is on creating long-term sustainable growth across every part of our business. A key part of achieving this goal is finding, developing and encouraging skilled people through the business who can play meaningful roles in the delivery of our project and while doing so enhance the overall project offering to all stakeholders within and out with the business. We want people to challenge the status quo to ensure that our projects are as positive as can possibly be.”***

**Gordon Thomson**  
HEAD OF PROJECTS • BANKS RENEWABLES



Banks Graduate Development Programme on a two day experiential learning residential in Teesdale.

## Apprenticeship and graduate programmes

Developing future talent is important for our longevity as a business, and important for the diversity of our employees. We established an apprenticeship and graduate programme in 2021 to guide younger employees into new careers

at Banks. Four students joined the apprenticeship programme and 12 graduates joined the graduate development programme in 2021, in varying disciplines across our mining, property and renewables divisions.

We achieved 100% retention for the apprenticeship programme and 91% retention for the graduate programme in the first twelve months. A further five graduates joined the programme in 2022.

***“It is incredibly exciting to join a programme that is so committed to investing in the development of young talent. The graduate launch day was a great chance to not only meet my fellow graduates, but also to see first-hand the passion and commitment that our teams put into shaping their projects, working with local communities and delivering on Banks’ overall development with care commitments. I’m really enjoying my new role and can’t wait to see where the next 18 months take me.”***

**Katie Walvin**  
GRADUATE PR AND DIGITAL CONTENT CREATOR • BANKS GROUP

## Developing our peoples’ business skills

***Our aim is to develop our people’s competencies and business skills so that all employees can act as ambassadors for the Banks Group and ensure our vision is communicated with enthusiasm and commitment. We want all employees to be able to demonstrate model behaviour and standards of performance that inspire our teams and colleagues.***

Over several dates in June and July 2022, we ran training sessions in conjunction with a professional communications coach for employees across the business. Effective communication is

an essential tool in business and in life, and these training sessions helped participants learn important techniques for effective communication and presentation, such as delivering a successful

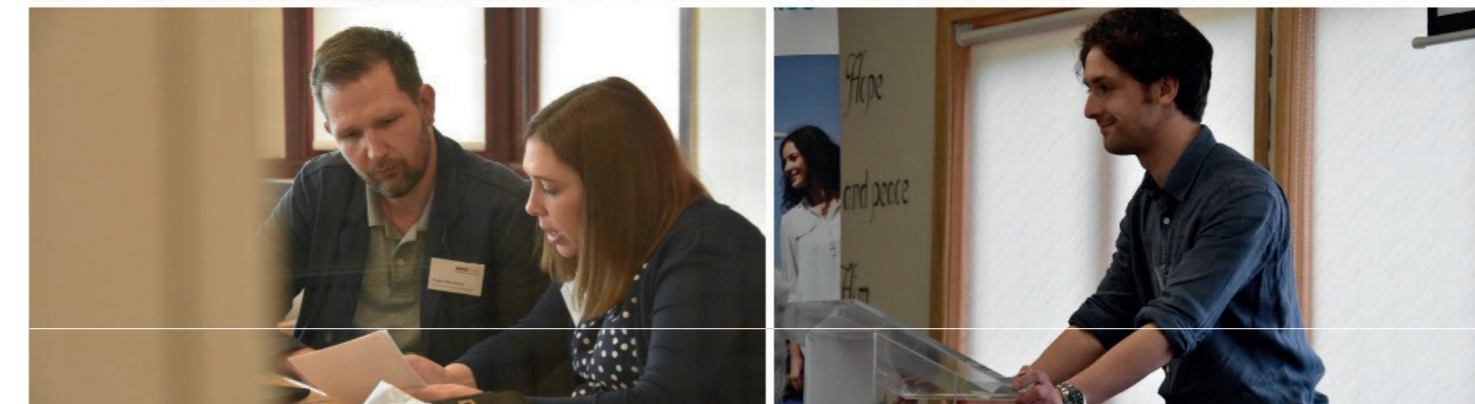
speech, body language, and handling questions. Feedback from the course was extremely positive with 100% of delegates citing that they would recommend the course to a colleague.

To help build out relevant management competencies across our divisions, we are in the process of developing a set of Management Training Programmes following extensive collaboration with the

Banks Group leadership team to identify priority management skills for our staff.

The programmes aim to create high performing teams, and will include a hands-on toolkit for developing skills such as coaching, mentoring, finance and budgeting.

We aim to launch the programmes before the end of 2022.



## Celebrating success

***We celebrate learning and developments achieved by staff members in our quarterly CR employee newsletter.***

### RECENT SUCCESSES INCLUDE:

- Four employees achieved the ProQual Level 6 NVQ Diploma in Occupational Health and Safety Practice in 2021;
- One employee completed and passed his NOCN CSkills Award Level Two NVQ Diploma in Plant Operations Fork Lift Truck Operating in 2021;
- One employee qualified as a Level Three Mental Health First Aider (winter 2020);
- One employee completed a CIPD Level 5 Diploma in Human Resource Management; and
- Two graduate employees are currently entered into part-time MSc degrees in Urban Planning at Durham University, which they attend one day per week.

## Being a supportive, inclusive employer

● **OUR COMMITMENT:**  
Be a diverse, supportive and inclusive employer.

● **OUR APPROACH:**  
We treat everyone equitably, fairly and with respect regardless of who they are or their background. We will provide equal opportunity for all employees and work hard to build an inclusive team and practices.

Our strong values of teamwork and inclusiveness shine through in the tight-knit community at the Banks Group. We believe in supporting each other and finding and nurturing the unique talent that each of us has. We are committed to building inclusive teams so that everyone has a chance to contribute, learn, grow, and develop in a harmonious working environment.

Employee diversity is a strength for businesses, and we have set diversity as one of our key commitments.

As part of our approach to ESG, we adhere to an Equal Opportunities Policy, which sets the standard we expect to follow for employee recruitment, development, remuneration, and promotion based on skills and suitability for the role.

The policy outlines our commitment to making full use of the talents and resources of all employees, and to ensuring that no employee receives unjustified less favourable treatment on the grounds of their nationality, race, religion or philosophical belief, ethnic

origin, sex, marital status, disability, part-time or fixed term status, parental responsibilities, age, or sexual orientation.

The policy also outlines our recognition that our employees have the right to join trade unions and sets out our commitment to ensuring that our employees are able to work in an environment free of physical, psychological or verbal abuse, the threat of abuse and sexual or other harassment. For more details on our environmental and social governance, please see page 65.



## Sustainable and stimulating careers

● **OUR COMMITMENT:**  
Provide you with fairly paid and sustainable employment in a stimulating environment.

● **OUR APPROACH:**  
We create an environment where our employees are engaged and motivated by interesting and fulfilling careers that support our people to achieve a good standard of living.

We are committed to recognising the contributions our employees make to The Banks Group, and rewarding our employees in a fair and just manner. Our core business activities take place within high growth sectors, and the workplace benefits we provide must reflect this. Ultimately, we want to help our employees lead healthy, fulfilling lifestyles, and we have developed or revamped a range of benefits over the past two years that we encourage our employees to make use of. These include:

**Cycle2Work scheme:** In 2022 we revamped our Cycle2Work scheme to encourage more employees to start commuting to work by bike, which can improve their health while also lowering the UK's carbon footprint. Run in conjunction with our partner Sodexo Motivation Solutions Ltd and Cycle2Work, the scheme allows employees to spread the cost of a new bike or maintenance over a period of time, and have the payments deducted, pre-tax, from their salaries.

Employees can choose from a range of road, hybrid, folding or even e-bikes from a wide range of selected retailers. Employees can also benefit from regular discounts on accessories from Halfords and Tredz by participating in the scheme.

**Employee Assistance Programme (EAP):** In early 2022, we launched the Banks Group Employee Assistance Programme (EAP) for our employees and their families. The EAP provides an extensive array of health and wellbeing services, as well as access to financial, legal and medical professionals.

Through the EAP, we offer Health@Hand, a service which gives our staff direct telephone access to qualified nurses, midwives, pharmacists and specialist clinics covering a wide range of issues for the family, for prescriptions, for travel, healthy living, and men and women's health.

The EAP also gives Banks employees access (24/7, 365 days a year) to mental health experts from AXA Health, who can provide clinically-led mental health support and guidance. Our employees also have access to a secure online portal where they can access information on a wide range of work and domestic issues.

**Voluntary Health Plan:** Employees can join a voluntary health plan with Westfield Health which provides money back from a variety of services such as dental appointments, optical care, physiotherapy and other therapy treatments; cash pay-outs for hospital stays; maternity and paternity pay-outs; cash to help with a new baby or adopted child; and eldercare advice and support services.



### **SPOTLIGHT:** Lifelong careers at Banks

The average length of service across the Banks Group is 8.25 years, however a number of our employees have worked at Banks for considerably longer.

Some of our employees are so committed to their roles that they have come out of retirement or semi-retirement to help us finish our restoration projects; for example, Scott Walton (pictured below) worked at Banks for 36 years before transitioning to semi-retirement. In 2022, he returned to help us finish restoration at the Shotton Surface Mine in Northumberland:

*"I was happy to come back. It's very rewarding to be part of a team that restores sites bringing lasting benefits to the local community."*

**Scott Walton**  
PLANT OPERATOR • BANKS MINING

# Our Business Partnerships



## OUR BUSINESS PARTNERSHIP COMMITMENTS:

- Listen to understand your needs and work collaboratively with you
- Build a long-term partnership with you
- Support each other to work sustainably and ethically
- Work with you to source supplies locally and create value



## The past two years - our review



Delivered traffic calming solutions for Hurworth Village, Darlington



Over 40 years of partnership with the Blagdon Estate, Northumberland



A 13-year partnership with Natural Power - that began with our first wind farm in 2009



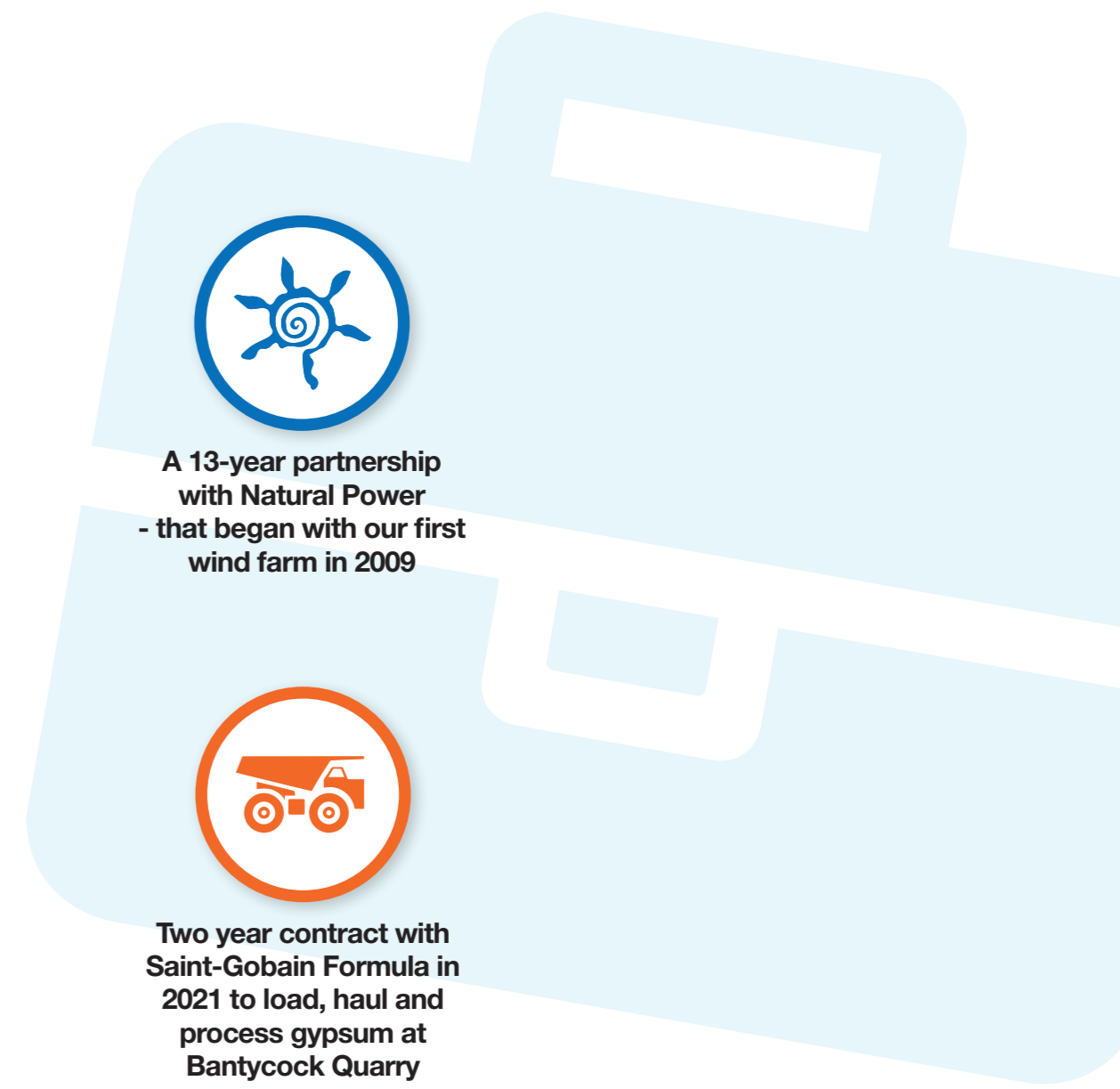
Over 1,350 local suppliers across the North East of England and Scotland



Building Kype Muir Extension, our third wind farm, with RJ McLeod - with almost £10 million spent locally



Two year contract with Saint-Gobain Formula in 2021 to load, haul and process gypsum at Bantycrock Quarry



## Collaborative and long-term partnerships

**OUR COMMITMENT:**  
Listen to understand your needs and work collaboratively with you.

We aim to develop rewarding, mutually beneficial partnerships with businesses of all sizes and individuals who share our vision and values.

**OUR APPROACH:**  
To engage with our business partners in a way that is open, transparent, and based on respect.

The ability to listen, to draw on each other's strengths and expertise, and to work collaboratively to deliver projects of the highest standards are integral aspects of our business partnerships.

**OUR COMMITMENT:**  
Build a long-term partnership with you.

Due to the size and scale of our projects, the number of contractors and companies we work with is vast, with each company bringing their own particular specialisation to the projects.

**OUR APPROACH:**  
We believe in treating our business partners with respect and seek to build mutually beneficial, positive, long-term relationships with our customers, suppliers and regulators. We strive to build trusting and lasting relationships.

Mutual respect and trust are vital in maintaining this vast eco-system of businesses and in successfully delivering each project.



**SPOTLIGHT:** Utilising expertise of to deliver traffic-calming solutions for Hurworth village

During consultations with residents close to our 5.4 ha property development site in Hurworth (following planning consent in 2017), it became apparent that through our development we could help to solve an existing issue of traffic speeding through the village, which was particularly affecting the local primary and secondary schools.

To develop a solution, we called on the expertise of SAJ Transport Consultants, who, in close collaboration with us and the residents, designed traffic calming systems to slow the traffic when entering the village. Part of the solution involved creating a more substantial gateway approach for cars exiting from the nearby A-road. The changes also recognised that to the north of Hurworth, the speed limit changed from the national speed limit (60mph) directly to 30mph. The proposed scheme, along with the physical features, introduced a 40mph buffer zone, giving drivers a clear sense of the change in characteristics as they approached the village. 20mph zones were also established outside the local primary and secondary schools to provide greater road safety for the pupils.

*“Working collaboratively and building long-term relationships with business partners is so important to Banks. We worked with SAJ to address feedback we received from the Hurworth community to deliver practical solutions to address their concerns. The traffic calming solutions designed by SAJ meant that we delivered on our development with care values and commitments to residents helping them to feel safe when walking in the village.”*

**James Seabury**  
PRINCIPLE DEVELOPMENT PLANNER • BANKS PROPERTY

**SPOTLIGHT:**  
A partnership with the Blagdon Estate since 1977

The Blagdon Estate in south-east Northumberland covers approximately 15 square miles. This modern estate comprises farmland, woodland, residential and commercial property as well as being the home of White/Ridley family which dates back to 1698.

Banks has worked with the Blagdon Estate since the formation of the business in the 1970s. Over the years we have developed a strong working relationship with Blagdon Estate, and just as importantly, with the communities that live and work in and around our sites and the estate. The restoration of the many sites worked together in partnership between Blagdon Estate and

Banks have given the opportunity to develop a wider scale landscape and ecology plan than would normally be the case. This has enabled a connectivity of habitats over the estate from Prestwick Care Site of Special Scientific Interest (basin mire wetland) in the south and west and Brenkley Meadow Site of Special Scientific Interest (species rich grassland), Big Waters Site of Special

Scientific Interest (lake / wetland) to the north and the River Blyth corridor. These combined restored sites have created an important north south woodland and wetland corridor as well as an expansion to the east.

Our relationship with the Blagdon Estate represents one of the most important and enduring of all our business partnerships in which we have worked together, hand-in-hand, to bring forward successful projects for the benefit of both organisations, the local area and its communities.



Wildflower meadow created in front of Blagdon Hall



Aerial view of Northumberlandia



'Capability Brown' landscape recreated as part of the Delhi/Brenkley Lane restoration

Other examples of our long-term partnerships include our work with County Durham Community Foundation (CDCF). CDCF administers almost all of the grants that the Banks Community Funds award and our partnership with them spans more than 28 years.



Garry Hession from Natural Power

## Long-term partnerships to maintain our standards and quality

Developing long term, trust-based partnerships is an important way for us to maintain our high standards and quality of projects.

We've partnered with Natural Power, independent experts in delivering renewable energy projects, since 2007. In addition to being experts in their field and based locally to our operations, they share similar values to Banks — sympathetically balancing the requirements of local people and the environment with the need to provide renewable energy infrastructure. Natural Power was contracted to work on our Kype Muir Wind Farm in 2017, and more recently, the extension in 2021.

*“I've worked in partnership with Banks for many years at Kype Muir, and I can wholeheartedly say they are the best client I've ever worked for. Working together we support each other to deliver ethically-led and sustainable projects. The lines of communication with the team at Banks are always open and transparent which has led to a highly successful partnership throughout the lifetime of this project.”*

**Garry Hession**  
ENGINEER • NATURAL POWER

## Working sustainably, ethically and locally

### ● OUR COMMITMENT:

Support each other to work sustainably and ethically.

### ● OUR APPROACH:

We believe fair, transparent taxation is a fundamental part of our commitment to society and contributes to healthy and sustainable communities over the long term. We encourage and work with our suppliers to achieve excellence in sustainable and responsible business practice, building transparency on social and environmental aspects of our value chain. Our human rights policy and modern slavery statements commit us, and our suppliers, to protecting the rights of those people we impact from our operations and through our supply chain.

### ● OUR COMMITMENT:

Work with you to source supplies locally and create value.

### ● OUR APPROACH:

We commit to contracting with local companies, organisations and groups wherever possible and we will encourage local businesses to join our supply chain. We strive to ensure our commitment to the local economy is enshrined in projects, our contracts and our partnerships.

We prioritise working with local business, both upstream and downstream in our value chain, and we have established a systematic approach to developing local supply chains. We also seek out companies who are committed to similar values of working sustainably and ethically, spreading the benefits and economic opportunity of our project right the way through our supply chain.



*“Our framework is a promise to the local authorities and local communities that wherever possible, we will utilise local suppliers, providing local jobs for the area as best as we possibly can. That’s a flagship framework of ours, part of our development with care approach, and we live and breathe that.”*

**Richard Dunkley**

MANAGING DIRECTOR • BANKS RENEWABLES

## Targeted tendering to boost local business

As part of our [Connect2Renewables charter](#), and as part of our wider [development with care approach](#), we prioritise local businesses in the tendering process for all of our projects.

While wind turbines are not manufactured locally to our operations, we can ensure that the installation and ongoing operation of the wind turbines is carried out by local firms and contractors wherever possible. We guide our “tier one” suppliers towards using local subcontractors, with the following requirements:

- They must consider and commit to issuing subcontracts to local firms, employ local people and buy local materials where practicable;
- They must include a statement of local economic impact in their tender, to which we attached the same importance as competence, health and safety and competitiveness; and
- All contractors or firms we employed must work with us to record how they performed against the commitments they made during the tender.

By applying this approach, we awarded contracts worth up to £10 million to local suppliers for our current Kype Muir Wind Farm Extension, including contractor R J McLeod.

**“Banks is an excellent company to work with. Their approach to development, community engagement and sustainability of the local area is very much aligned with ours.”**

**Lorcan Hayes**

SITE AGENT AT KYPE MUIR EXTENSION • RJ MCLEOD



### SPOTLIGHT: Awarding the ‘balance of plant’ contract at Kype Muir Wind Farm to a Scottish firm

The balance of plant contract for both the original wind farm at Kype Muir, and the current extension, was awarded to Scottish civil engineering contractor R J McLeod, a firm committed to similar values as Banks, including employing locally. Around 20% of R J McLeod’s employees are based in Lanarkshire itself.

R J McLeod directly employs around 30 people on the project, with a further 50 or so employed by sub-contractors.

Working with R J McLeod is a clear example of our commitment to working sustainably and ethically — R J McLeod is a conscientious, experienced contractor which takes practical steps to reduce its environmental footprint, for example through

site designs which inherently reduce waste, while also promoting an exceptionally high standard of onsite health and safety.

Furthermore, R J McLeod’s management systems are certified to ISO 9001 (Quality Management), ISO 14001 (Environmental Management), ISO 45001 (Health and Safety at Work) and ISO 5000 (Energy Management).

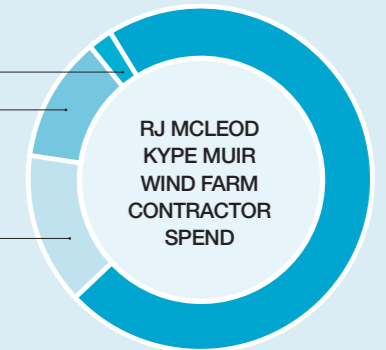
LOCALITY OF RJ MCLEOD SPEND ON THE KYPE MUIR WIND FARM PROJECT

TOTAL SPEND:  
£17,038,500

Within 60km  
2.42%  
£412,000

Rest of Scotland  
11.69%  
£1,992,000

Rest of UK  
14.17%  
£2,415,000



*“Being a Scottish company that’s been around since the 1950s, employing locally to sites is something we have always believed in and something Banks has always believed in — we’re very much on the same page.”*

**Jamie Corser**

BUSINESS DEVELOPMENT MANAGER • RJ MCLEOD





**SPOTLIGHT:** Creating a partnership with Saint-Gobain Formula

Banks took over as principal contractor at Saint-Gobain Formula's Bantycok Quarry in October 2021 after winning a competitive tender.

Of all Saint-Gobain's sites, Bantycok Quarry produces the purest quality gypsum in the world used in the production of essential products including food, dentistry and medical items, as well as in water treatment, ceramics, brewing and decorative work and in the production of plaster board and other construction products. Since taking over as principal contractor,

we have introduced our *development with care* principles to the site. The partnership with Saint-Gobain Formula reflects Banks' commitment to working with organisations that uphold similar values — Saint-Gobain Formula is committed to using resources responsibly and protecting the local communities and natural environments where they operate.

**“Our ambition is to build long-term working relationships with businesses who share our values and approach and together help drive down the financial, social and environmental costs of the transition towards net zero. We are delighted to be working with Saint-Gobain Formula who share our values as we fully support their commitment to making the world a better home.”**

**Gavin Styles**  
EXECUTIVE DIRECTOR • BANKS MINING

**Working responsibly**

We encourage and work with our suppliers to achieve excellence in sustainable and responsible business practice, building transparency on the social and environmental aspects of our value chain.

Our Human Rights Policy and Modern Slavery Statements commit us, and our suppliers, to protecting the rights of those people we impact through our operations and through our supply chain.

We also adhere to a Quality Policy which guides our actions as a safe, responsible and efficient operator.

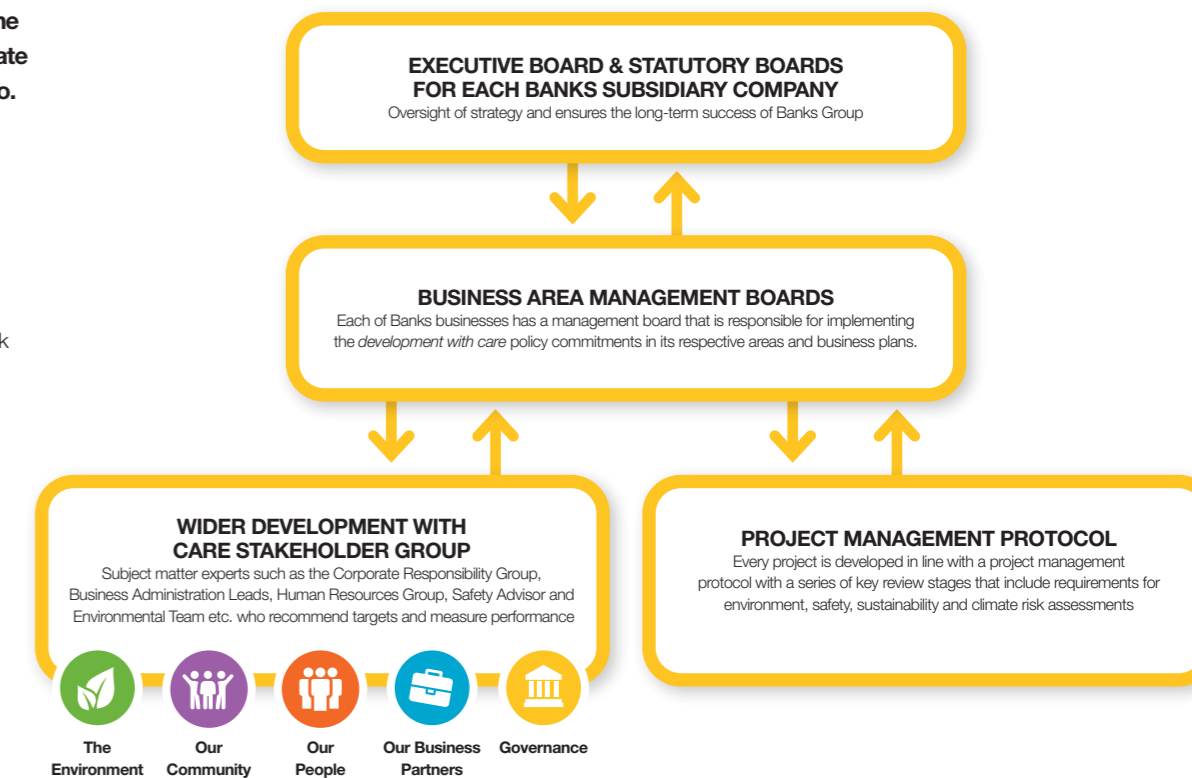
More details on our corporate governance policies are detailed in the next section.

**Environmental & social governance across Banks Group**

As a responsible business working to the highest ethical standards, good corporate governance underpins everything we do.

**Governance oversight across Banks Group**

The Banks Group and its subsidiary Property, Renewables, Mining, Transport and Homes boards are responsible for governance and risk management, including climate-related risks.



## Development with care strategy

*Development with care* is an integrated part of the Banks Group's approach to how we conduct our business. It includes policies, values, commitments and targets which are based on a sustainability materiality assessment, updated in 2020, to ensure we focus on the risks and opportunities that are most relevant to our business and

to our stakeholders, including those related to climate change. We are developing appropriate targets and strategies to work towards achieving the commitments enshrined within our *development with care* policy with the goal of developing a pathway to net-zero, with suitable scope for an organisation of our size.

## Risk management

*Development with care* related risks (including climate-related risks) and opportunities will be reviewed at group level each year. We use a materiality assessment to identify the most important ESG management topics, risks and impacts. The latest assessment in 2020 confirmed that tackling climate change was among the highest-ranking issues for us to address by developing more renewable energy generation capacity, planting more trees

to sequester carbon, and improving our GHG intensity. We updated our analysis of our GHG footprint (Scope 1 and 2) in 2021 to measure our progress from the 2017 baseline and to identify where to focus our efforts to reduce emissions and mitigate risk.

*Development with care* related risks will be embedded in the project management framework and business planning processes moving forward.

## Measurements and targets

Measurements and targets are being developed in line with each of the 16 commitments of our *development with care* policy. A number of new baseline assessments are being conducted

to define new measurements and targets within this reporting cycle, and some new measurements will be implemented to reflect changes to the *development with care* commitments.



## Policies that guide our business conduct

We have developed numerous policies and statements to guide our conduct across our operations and business partnerships, with all policies all rooted in our *development with care* approach.

These policies form part of our wider Employee Code of Conduct and Supplier Code of Conduct, which detail the expected business standards to which we expect all of our employees, suppliers, contractors and other business partners to adhere. All policies are available on our intranet site for employees to access, and many are also published on our company website. We use In-struct,

a software (developed internally) to guide our employees and contractors on adherence to our policies and to the codes of conduct. In-struct assesses an individuals' knowledge through a question-and-answer process, which helps the employee or contractor to discover any gaps in their understanding.

The employee or contractor is required to achieve a 100% pass rate and can re-take the assessment until they reach this. The tool provides us with an exact measurement of policy engagement and understanding by our employees and contractors.

### OUR POLICIES INCLUDE:

- Anti-Corruption and Bribery Statement
- Companies Act 2006 S172 Statement
- Environmental Policy
- Equal Opportunities Policy
- Health, Safety and Wellbeing Policy
- Human Rights Policy
- Modern Slavery Statement
- Privacy Policy
- Quality Policy

## Our commitment to upholding human rights

As stated in our Human Rights Policy, we are committed to performing our business to the highest standard of ethics and in accordance with our values. We are open and fair in dialogue with all our stakeholders and commit to communicate effectively and courteously with external parties. We respect all fundamental human rights and we are guided in the conduct of our business by the provisions of the United Nations Universal Declaration of Human rights (UNUDHR), the International Labour Organisation's (ILO) core labour standards, and national legislation.

Our zero-tolerance approach to slavery and human trafficking is outlined in our Modern Slavery statement and together with our own internal operations, we

expect our suppliers and their supply chains to take all reasonable and practicable steps to comply with the Modern Slavery Act 2015.

Our anti-corruption and bribery statement makes clear our position in condemning bribery and corruption in all its forms. We do not tolerate it in our business or in those with whom we do business. Furthermore, we commit to paying our fair and legal share of tax to support the wider UK community and economy.

Our Privacy Policy sets out the way in which we manage personal data across The Banks Group and the procedures we have in place to ensure we are fully GDPR compliant.

## Membership of associations

We are an active member in a range of industry- or business-specific associations, which include:



## Good governance in our grant giving

We work in partnership with County Durham Community Foundation (CDCF) to administer the majority of our community benefit funds.

CDCF applies full transparency to the grant application process, including

the setting of criteria, the assessment and final decision process to ensure fairness. They also conduct sample audits of projects following the distribution of grants to ensure the funding is being used optimally and for the projects intended.

Having this transparency and governance in place is essential for ensuring our community funds are managed ethically and responsibly and that they generate the maximum benefits for the local communities.

## Good governance across our supply chain

Our procurement processes and contractual terms place robust obligations upon the organisations in our supply chain to comply with all applicable laws, regulations and codes relating to the prevention of bribery, corruption and modern slavery and to provide us with continuing evidence

of their compliance. Furthermore, our strict tendering process ensures our contracts are awarded fairly, ethically and responsibly, and meet our business partnership commitments. All contracts must be reviewed by the Company Secretary before approval.

In 2023 we will be working more closely with industry bodies to establish even more robust procedures for ensuring labour and human rights are protected throughout our supply chains.

## Our focus for the future

*“We’ve undergone some significant transformations in the last few years, particularly with the transition of our mining business from coal to other minerals and in the development of our new venture Banks Homes. Looking ahead, we’re focusing on continuing to repurpose the skills that we have developed over the last 47 years, to apply to business activities that are relevant for today and for the years ahead.”*

**Harry Banks, OBE, DL**  
FOUNDER & CHAIRMAN • BANKS GROUP

### Diversifying our renewable energy services

**We will continue to support the UK’s transition to net zero by increasing the amount of green electricity that we generate for use in the UK’s homes, school, hospitals and businesses.**

Our target is to reach a capacity of 2GW electricity within the next three years by expanding our wind farm portfolio and extending further into solar photovoltaics (PV), in particular, building out our 50MW solar energy park in Barnsdale which gained planning consent in 2021.

We will also focus our efforts on addressing the intermittency

challenge of renewable electricity. Supply of renewable electricity is reliant on natural elements out of our control, therefore, we need to balance the methods of harnessing electricity through a mixture of solar and wind, but we also need to develop storage solutions.

In 2022 we announced plans for one of the UK’s largest battery storage systems, near Doncaster, capable of storing up to 2.8GW of electricity to be used at times of peak power demand. If the plans are approved, we will begin to develop the site in 2024 in close consultation with the local communities.

*“I’m very confident that in time, we will succeed in reaching net zero and development with care is the way we will accelerate and progress towards that.”*

**Richard Dunkley**  
MANAGING DIRECTOR • BANKS RENEWABLES



### Mapping our scope 3 emissions

**We will continue to work with our suppliers and contractors in the future to create an inventory of our scope 3 emissions, so that we can establish baseline metrics for these.**

We will then start the process of defining a pathway to reduce these emissions in line with the UK’s net zero target of 2050 and the Paris Climate Agreement.

We acknowledge that there is no quick fix to reach net zero across our scope 3 emissions — construction is one of the main business activities in our value chain and a significant contributor to global emissions — but we are hopeful that with continued innovation and improvements in technology, together with a greater focus on utilising renewable electricity for powering production processes, we can map out a realistic and successful pathway to net zero.

*“By increasing the amount of renewable electricity we generate, we can start to decarbonise our nation’s transport, heating, and power supply. Together with improvements in technology, we are hopeful that we will begin to see reductions in the embedded carbon in the materials we use for our operations.”*

**Mark Dowdall**  
ENVIRONMENT & COMMUNITY  
DIRECTOR • BANKS GROUP

## Climate action at the community level

To further tackle climate change and help communities address the cost-of-living crisis, we are looking to direct more of our community benefit funds to climate action projects within the communities, for example helping communities become more energy efficient and transition away from fossil fuels to heat their homes, to increase

the amount of CO<sub>2</sub> sequestered through supporting community initiatives to plant more trees or through initiatives such as fitting solar PV to community centres. We're also looking at developing sustainable transport systems through our housing development projects.



## Continuing to address the UK housing shortage

**Bringing forward more development sites that will meet the growing housing needs of the population is a key priority for us.**

Three sites were awarded planning permission in the reporting period which are now being developed (Kirklevington in Stockton-on-Tees, Bent House Lane in Durham, and Barnard Castle in Teesdale), and a further three planning applications were submitted (Killingworth Moor in North Tyneside, Barton Upon Humber in North Lincolnshire, and Beaumont Hill in Darlington).

If approved, we will work as quickly and efficiently as possible to bring these new communities to fruition.

Over the longer term, we are taking a greater focus on locations where the housing need is acute. We have built up a significant geographic presence across the north of England and that gives us the opportunity to bring larger developments, ultimately providing more homes. By targeting our developments to areas that have an acute shortage, we can enable the delivery of homes in the areas that need them most.

## Transitioning our mining business

Banks Mining will continue to grow our diversified business offer presenting compelling solutions for our landowners and customers which align with their strategic priorities. We are committed to supporting their goals and values while reducing carbon emissions and providing added value through our *development with care* principles.

We will continue to operate within the mining and infrastructure sectors, seeking permission to extract minerals of all types, whilst developing new partnerships in the contract market at Banks Mining, Banks Transport, and Banks Plant Solutions.
































## SDG framework

Across all of our focus areas in 2023 and beyond, we will continue to apply our *development with care* framework, to progress on our 16 commitments and ensure that our communities, business partners, employees, and the environment follow our vision to all move forward in harmony and prosper together.

The tables on the following pages benchmark how we have performed on delivering on our commitments in this reporting period, how our commitments relate to UN SDGs, and how we intend to meet, deliver and expand on them going forward.




	COMMITMENT	UN SDG	WHICH SDG TARGET ARE WE CONTRIBUTING TO?	SUCCESS MEASUREMENTS TO REPORT ON	BASELINE 2020 - 2022	PROOF POINTS IN THIS 2020 - 2022 REPORT
 <p><b>The Environment</b></p>	1) Aim for the highest practicable environmental standards through innovation and continuous improvement		<ul style="list-style-type: none"> <li>9.1 Develop quality, reliable, sustainable and resilient infrastructure</li> <li>9.4 By 2030, upgrade infrastructure and retrofit industries to make them sustainable</li> </ul>	<ul style="list-style-type: none"> <li>1) ISO accreditation for operational contracts</li> <li>2) Number of improvements across ISO audits</li> <li>3) Availability of our renewables projects</li> </ul>	<ul style="list-style-type: none"> <li>A) 100% of renewable O&amp;M contracts ISO certified</li> <li>B) 11 monthly site inspections (each operational project)</li> <li>C) 97.92% availability across our wind farms → demonstrating efficiency</li> </ul>	<ul style="list-style-type: none"> <li>Renewables delivering habitat management plan (see summary)</li> <li>ISO 14001 Bartycock Quarry case study</li> <li>100% renewables maintenance contractors ISO accredited</li> <li>Renewables sites monthly management reporting (env/social/safety)</li> </ul>
	2) Protect and enhance the environment and its biodiversity		<ul style="list-style-type: none"> <li>15.5 Take urgent and significant action to reduce the degradation of natural habitats</li> <li>15.9 Integrate ecosystem and biodiversity values into planning and development processes</li> </ul>	<ul style="list-style-type: none"> <li>Area (ha) of habitat restored/created/enhanced (include historic running total where relevant) including biodiversity net gain (BNG) where appropriate for planning applications and consents</li> </ul>	<ul style="list-style-type: none"> <li>1) Submitted = 114.93 ha habitat &amp; 430.08 habitat units Consented = 170.9081 ha habitat &amp; 299.77 habitat units Total = 285.8381 ha &amp; 729.85 habitat units</li> <li>2) Historic total = 115 sites restored</li> </ul>	<ul style="list-style-type: none"> <li>Combined renewables and property numbers of the last two years (see summary)</li> <li>Peat restoration at Kype Muir Wind Farm extension (case study)</li> <li>Demonstrate our 'life on land' contribution as a result</li> <li>Tree planting at Kype Muir Wind Farm, biodiversity at Hazlehead Wind Farm, mining restoration case studies</li> </ul>
	3) Tackle climate change and support the transition to net-zero	 	<ul style="list-style-type: none"> <li>7.1 By 2030, ensure universal access to affordable, reliable and modern energy services</li> <li>7.2 By 2030, increase substantially the share of renewable energy in the global energy mix</li> <li>13.1 Strengthen resilience to climate-related hazards and natural disasters</li> </ul>	<ul style="list-style-type: none"> <li>1) Total renewable energy generated and CO<sub>2</sub>e displaced annually</li> <li>2) Installed capacity and in development pipeline</li> <li>3) Our scope 1 &amp; 2 absolute emissions reductions (tonnes of CO<sub>2</sub>e) and three-year rolling tonnes per monetary unit (intensity)</li> </ul>	<ul style="list-style-type: none"> <li>1) Generated = 432,074 MWh, Displaced = 94,825.8 tCO<sub>2</sub>e</li> <li>2) Operational = 222.5 MW, Consented/under construction = 285MW, Submitted = 109 MW</li> </ul>	<ul style="list-style-type: none"> <li>Generation figures for renewables projects</li> <li>Story of GHG reductions from data provided</li> <li>Reductions in emissions/turnover</li> </ul>
	4) Use resources efficiently and minimise waste by re-using and recycling		<ul style="list-style-type: none"> <li>12.2 By 2030, achieve the sustainable management and efficient use of natural resources</li> <li>12.4 By 2020, achieve the environmentally sound management of chemicals and all waste throughout their life cycle</li> <li>12.8 By 2030, ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature</li> </ul>		<ul style="list-style-type: none"> <li>Recycling percentage: Meadowfield = 42.21% Hamilton = 38.7% sorted in office, rises to 90.8% when factoring in offsite recovery *from incomplete data before office building changed owners (May/June/July 2022)</li> </ul>	<ul style="list-style-type: none"> <li>Data supplied from waste contractors ('baseline' data)</li> <li>Case study on Banks' approach waste, environmental impacts</li> <li>Statement on prioritising plant retention and repair over replacement (highlighting the replacement carbon costs) plus case study on our fleet of Bucyrus RH120E excavators to demonstrate this</li> </ul>
 <p><b>Our Communities</b></p>	5) Treat you with respect and consideration and strive to deliver excellence in our engagement with you		<ul style="list-style-type: none"> <li>17.16 Enhance the Global Partnership for Sustainable Development with multi-stakeholder partnerships that mobilise and share knowledge, expertise &amp; resources</li> <li>17.17 Encourage and promote effective public, public-private and civil society partnerships</li> </ul>	<ul style="list-style-type: none"> <li>1) Total numbers of community and consultation events held</li> <li>2) Total number of letters of support for planning applications</li> </ul>	In 2020-2022 we: <ul style="list-style-type: none"> <li>Delivered 105 community and consultation events</li> <li>Received 1,998 letters of support for our planning applications</li> </ul>	<ul style="list-style-type: none"> <li>Case study on consultation approach with Lethans Wind Farm Extension</li> <li>Adjusting our practices during COVID to allow for social distancing but maintain a high level of engagement</li> </ul>
	6) Work with you to develop inclusive, safe, resilient and sustainable new communities		<ul style="list-style-type: none"> <li>11.2 By 2030, provide access to safe, affordable, accessible, and sustainable transport systems for all, improving road safety, notably by expanding public transport, with special attention to the needs of those in vulnerable situations, women, children, persons with disabilities and older persons</li> <li>11.4 Strengthen efforts to protect and safeguard the world's cultural heritage</li> <li>11.7 By 2030, provide universal access to safe, inclusive and accessible green and public spaces, in particular for women and children, older people and people with disabilities</li> </ul>	<ul style="list-style-type: none"> <li>Hectares of public open space created/protected/enhanced</li> <li>Number of sustainable infrastructure solutions included in consents: SUDS area, sustainable transport solutions (including EV), contributions (education, highways, healthcare, public open space), affordable housing</li> </ul>	<ul style="list-style-type: none"> <li>1) 6.23 ha</li> <li>2) a) SUDS 0.469 ha b) 600 EV charging points c) Financial contributions to 'liveable' factors: £3,661,235</li> </ul>	<ul style="list-style-type: none"> <li>Case study on the Mount Oswald property development in Durham and the benefits of this project</li> </ul>
	7) Explore how our developments can deliver lasting tangible benefits to your local community	 	<ul style="list-style-type: none"> <li>11.4 Strengthen efforts to protect and safeguard the world's cultural and natural heritage</li> <li>11.7 By 2030, provide universal access to safe, inclusive, and accessible green and public spaces, in particular for women and children, older people, and people with disabilities</li> <li>17.17 Encourage and promote effective public, public-private, and civil society partnerships, building on the experience and resourcing strategies of partnerships</li> </ul>	<ul style="list-style-type: none"> <li>1) Amount invested in communities projects, by region</li> <li>2) Number of community projects supported</li> </ul>	<ul style="list-style-type: none"> <li>1) £1,256,183 (2020-2022) - regional split on page 36</li> <li>2) 222 grants (2020-2022)</li> </ul>	<ul style="list-style-type: none"> <li>Focus on community benefits grants and breakdown of the issues they address</li> <li>Case study on KMCP supporting Climate Action Strathaven charity</li> <li>Case study on supporting Crawfordjohn Village Hall</li> </ul>
	8) Support your local community with investment and opportunity		<ul style="list-style-type: none"> <li>8.2 Achieve high levels of economic productivity through diversification, technological upgrading and innovation</li> <li>8.5 By 2030, achieve full and productive employment and decent work for adults and young people</li> <li>8.3 Promote development-orientated policies that support productive activities, decent job creation, entrepreneurship, creativity, and innovation</li> </ul>	<ul style="list-style-type: none"> <li>1) Total investment commitment as a result of our projects (planning applications and success)</li> <li>2) Number of jobs created (direct and indirect)</li> </ul>	<ul style="list-style-type: none"> <li>1) £418,887,000</li> <li>2) 888 jobs</li> </ul>	<ul style="list-style-type: none"> <li>Case study on Connect 2 Renewables (C2R)</li> <li>Case study on RJ Macleod and their evidence of adhering to C2R</li> </ul>

	COMMITMENT	UN SDG	WHICH SDG TARGET ARE WE CONTRIBUTING TO?	SUCCESS MEASUREMENTS TO REPORT ON	BASELINE 2020 -2022	PROOF POINTS IN THIS 2020 - 2022 REPORT
 <p><b>Our People</b></p>	9) Be a diverse, supportive, and inclusive employer	 	<ul style="list-style-type: none"> <li>8.5 By 2030, achieve full and productive employment and decent work for adults and young people</li> <li>10.3 Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices</li> </ul>	<ul style="list-style-type: none"> <li>This is the start of a process in which we are determining goals and measurements for future initiatives</li> </ul>	<ul style="list-style-type: none"> <li>Today, we are committed to building inclusive teams which make full use of the skills and talent of all our employees.</li> <li>Metrics to follow in future reports</li> </ul>	<ul style="list-style-type: none"> <li>Our Equal Opportunities policy is working well and will seek to build on it's success going forward.</li> </ul>
	10) Nurture and develop your talent and skills		<ul style="list-style-type: none"> <li>4.3 By 2030, substantially increase the number of youth and adults who have relevant skills for employment and entrepreneurship</li> <li>4.5 By 2030, eliminate gender disparities in education and ensure equal access for persons with disabilities and children in vulnerable situations</li> </ul>	<ul style="list-style-type: none"> <li>1) Total training hours/learning and development (L&amp;D) provided to staff</li> <li>2) Duration (days/hours) of apprenticeship training and graduate schemes provided</li> <li>3) Graduate and apprentice retention</li> </ul>	<ul style="list-style-type: none"> <li>1) Approximately 3300 hours of L&amp;D provided to staff</li> <li>2) 12 graduates and 2 apprentices in 2021, increased to 16 graduates and 4 apprentices in 2022. 650 hours of vocational graduate development and 958 hours of vocational apprentice development in 2021/2022</li> <li>3) Graduate retention 94.1%, apprentice retention 100%</li> </ul>	<ul style="list-style-type: none"> <li>Focus on graduate scheme and retention</li> <li>Highlight internal learning and training sessions</li> </ul>
	11) Create an environment where your health, safety, and wellbeing is our priority	 	<ul style="list-style-type: none"> <li>3.4 Reduce premature mortality and illness from non-communicable diseases and promote mental health and wellbeing</li> <li>8.8 Protect labour rights and promote safe a secure working environment for all workers</li> </ul>	<ul style="list-style-type: none"> <li>1) Lost time accidents on our sites including per hours worked</li> <li>2) Number of mental health first aiders across the group</li> <li>3) Hours dedicated to mental health training and awareness across the group</li> <li>4) Wellbeing metrics and accreditation on maintaining excellence</li> </ul>	<ul style="list-style-type: none"> <li>1) Lost time incidents : 2020: 2 / 2021: 3 / 2022: 1</li> <li>2) 11 staff trained as mental health first aiders since 2020</li> <li>3) 198 hours of training provided to mental health first aiders</li> <li>4) Better Health at Work 'maintaining excellence' accreditation for four years running (since 2018)</li> </ul>	<ul style="list-style-type: none"> <li>Focus on low rate of lost time incidents</li> <li>Case study on mental health awareness week and mental health first aiders</li> </ul>
	12) Provide you with fairly paid and sustainable employment in a stimulating environment	 	<ul style="list-style-type: none"> <li>8.5 By 2030, achieve full and productive employment and decent work for all woman and men, including for young people and persons with disabilities, and equal pay for work of equal value</li> <li>8.6 By 2020, substantially reduce the proportion of youth not yet in employment, education, or training</li> <li>16.6 Develop effective, accountable, and transparent institutions at all levels</li> <li>16.7 Ensure responsive, inclusive, participatory, and representative decision-making at all levels</li> </ul>	<ul style="list-style-type: none"> <li>1) Number of employees and average continuous length of service</li> </ul>	<ul style="list-style-type: none"> <li>233 employees, 8.25 years average continuous length of service</li> </ul>	<ul style="list-style-type: none"> <li>Case study on 'life-long careers' at Banks and focus on number of long-serving employees</li> </ul>
 <p><b>Our Business Partners</b></p>	13) Provide you with fairly paid and sustainable employment in a stimulating environment	 	<ul style="list-style-type: none"> <li>8.3 Promote development-orientated policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation</li> <li>12.7 Promote procurement practices that are sustainable</li> <li>17.16 Enhance the Global Partnership for Sustainable Development with multi-stakeholder partnerships that mobilise and share knowledge, expertise, technology, and resources</li> <li>17.17 Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships</li> </ul>	<ul style="list-style-type: none"> <li>Focus on case studies:</li> <li>Our partnerships with RJ McLeod, Natural Power and Saint-Gobain Formula</li> </ul>	<ul style="list-style-type: none"> <li>Procurement will define a future metric to measure continuous long service, our current baseline focus is on case studies (included in the report)</li> </ul>	<ul style="list-style-type: none"> <li>1) Utilising expertise of SAJ transport consultants to deliver traffic calming solutions for Hurworth village</li> <li>2) Partnership with Natural Power since 2007</li> <li>3) Entered into a new contract with Saint-Gobain Formula in 2021 to mine gypsum from their Bantycok Quarry — we hope to extend our initial contract as principal contractor up until 2044</li> </ul>
	14) Build a long term partnership with you	 	<ul style="list-style-type: none"> <li>12.7 Promote procurement practices that are sustainable</li> <li>17.14 Enhance policy coherence for sustainable development</li> <li>17.16 Enhance the Global Partnership for Sustainable Development with multi-stakeholder partnerships that mobilise and share knowledge, expertise, technology, and resources</li> </ul>	<ul style="list-style-type: none"> <li>Focus on case studies demonstrating our long-term partnerships</li> <li>Procurement will develop measurements in FY 22/23</li> </ul>	<ul style="list-style-type: none"> <li>Case studies included in report</li> </ul>	<ul style="list-style-type: none"> <li>1) Partnership with Natural Power (since 2007)</li> <li>2) Partnership with Blagdon Estate (since 1977)</li> </ul>
	15) Support each other to work sustainably and ethically	 	<ul style="list-style-type: none"> <li>8.7 Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking</li> <li>8.8 Protect labour rights and promote safe and secure working environments for all workers</li> <li>12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and re-use</li> <li>12.6 Encourage companies to adopt sustainable practices and to integrate sustainability information into their reporting cycle</li> </ul>	<ul style="list-style-type: none"> <li>1) Number of incidents reported by our contractors on accidents and safety issues on sites owned (not operated) by the Banks Group</li> <li>2) Energy and waste reduction on operational sites owned (not operated) by the Banks Group</li> </ul>	<ul style="list-style-type: none"> <li>1) 2020/2021 Lost time injuries = 0, First aid treatment = 2, Capital damage = 4, near miss = 3, risk observation = 24, positive observation = 6</li> <li>2021/2022 Lost time injuries = 0, first aid treatment = 2, capital damage = 4, near-miss = 3, risk observation = 137, positive observation = 20</li> <li>2) FY2021 Operational wind farm electricity imports = 1294Mwh grid purchases</li> </ul>	<ul style="list-style-type: none"> <li>Spotlight on contractor health and safety figures</li> <li>Start of baseline energy figures</li> </ul>
	16) Work with you to source supplies locally and create value	 	<ul style="list-style-type: none"> <li>8.2 Achieve higher levels of economic productivity through diversification, technological upgrading and innovation</li> <li>8.3 Promote development-orientated policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation</li> <li>12.7 Promote procurement practices that are sustainable</li> </ul>	<ul style="list-style-type: none"> <li>1) Amount of investment within 60km of our sites</li> </ul>	<ul style="list-style-type: none"> <li>1) 60km spend - £9,044,627</li> </ul>	<ul style="list-style-type: none"> <li>Focus on case studies on Saint-Gobain Formula and RJ McLeod</li> <li>Highlight figures</li> </ul>



# **BANKS**Group

development with care

 0191 378 6100

 [banksgroup.co.uk](http://banksgroup.co.uk)

 [feedback@banksgroup.co.uk](mailto:feedback@banksgroup.co.uk)

 @The\_Banks\_Group

 The Banks Group

 [youtube.com/TheBanksGroup](https://www.youtube.com/TheBanksGroup)

 Banks Group

 **HEAD OFFICE:** Inkerman House, St John's Road, Meadowfield, Durham DH7 8XL

**SCOTTISH OFFICE:** 2nd Floor, Block C, Brandon Gate, Leechlee Road, Hamilton, Lanarkshire ML3 6AU

**YORKSHIRE OFFICE:** Unit 2, Harewood Yard, Harewood, Leeds LS17 9LF

**TRANSPORT & PLANT DEPOT:** West Cornforth, Ferryhill, Durham DL17 9EU

**BANKS**