CentralPiling
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Central Piling action on UN Sustainable Development Goals

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SOCIAL PILLAR, CENTRAL PILING COMMUNITY

While we have long recognised the positive impact the company can have on our local community, in neighbourhoods around our work sites, and at a national level, we are now taking the opportunity to explain the activities we engage in that reflect some of the social elements of the UN's Sustainability Goals.

1 NO POVERTY

2 ZERO HUNGER

We are launching a scheme to physically support the foodbank in Halstead where our head office is located. Our colleagues collect the food in our office from their peers and neighbouring businesses and deliver it on a regular basis to the foodbank.

We have long run our own charity events to raise funds for a variety of organisations working to address social mobility restrictions, inequality and poverty. We also give financial support to fundraising events held by our clients.

3 GOOD HEALTH AND WELL-BEING

We run a series of "Dates for the diary" activities which focus on optimising our colleagues' health and well-being throughout the year.

Future plans include a hike along the picturesque Kennet and Avon canal, kayaking and hiking in the Brecon Beacons, and even a cycling trip in the Netherlands.

We are also aiming to train a target of 1 in 4 colleagues in mental health first aid in 2023.

4 QUALITY EDUCATION

The company supports the education and professional development of young people through our training plans, apprenticeship schemes (particularly for welding and piling operatives) and work experience programmes.

Teams from within the company have visited career events at local schools and hosted site visits for students from universities including Loughborough, Portsmouth and Hertfordshire, as well as communities adjacent to our project sites. In addition, we have hosted events for organisations such as the Institution of Civil Engineers, and for clients such as Galliard Homes and Morgan Sindall.

> Central Piling have supported students on this scheme with job placement opportunities and interview preparation

5 GENDER EQUALITY

Our MD Steve Hadley is also is a co-founder of the award-winning Ground Forum undergraduate mentoring programme which helps civil engineering and geology students from under-represented and socially disadvantaged backgrounds prepare for careers within the industry.

The company has supported students on this scheme with job placements and interview preparation. Almost 60 students applied for the programme this year, along with increasing numbers of mentors and universities.

Positive action on gender equality was also a focus of the Ground Forum undergraduate mentoring programme, and in the first-year intake, 50% of the students were female.

11 SUSTAINABLE CITIES AND COMMUNITIES

During his period as FPS Chair, Steve led an industry initiative with flexible working consultancy Timewise to look at how long and rigid working patterns can be adapted to achieve a better work life/balance.

This has supported work within the company where alternative working patterns have been offered to help recruit and retain a broader demographic.

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Colleagues are encouraged to join (at the company's expense) professional institutions that senior management have held prominent roles on, such as the Federation of Piling Specialists.

Steve is a former chair of the FPS, and HSQE and operations manager Colin Newman has led working groups for its plant and operations group.

He has also represented the FPS on the NOCN/CPS management committee which drives industry standards for training and certification.

Sebastian Draghici, our technical manager, is a member of the Institution of Civil Engineers (and sits on the Essex regional committee) as well as the Chartered Institute of Building.

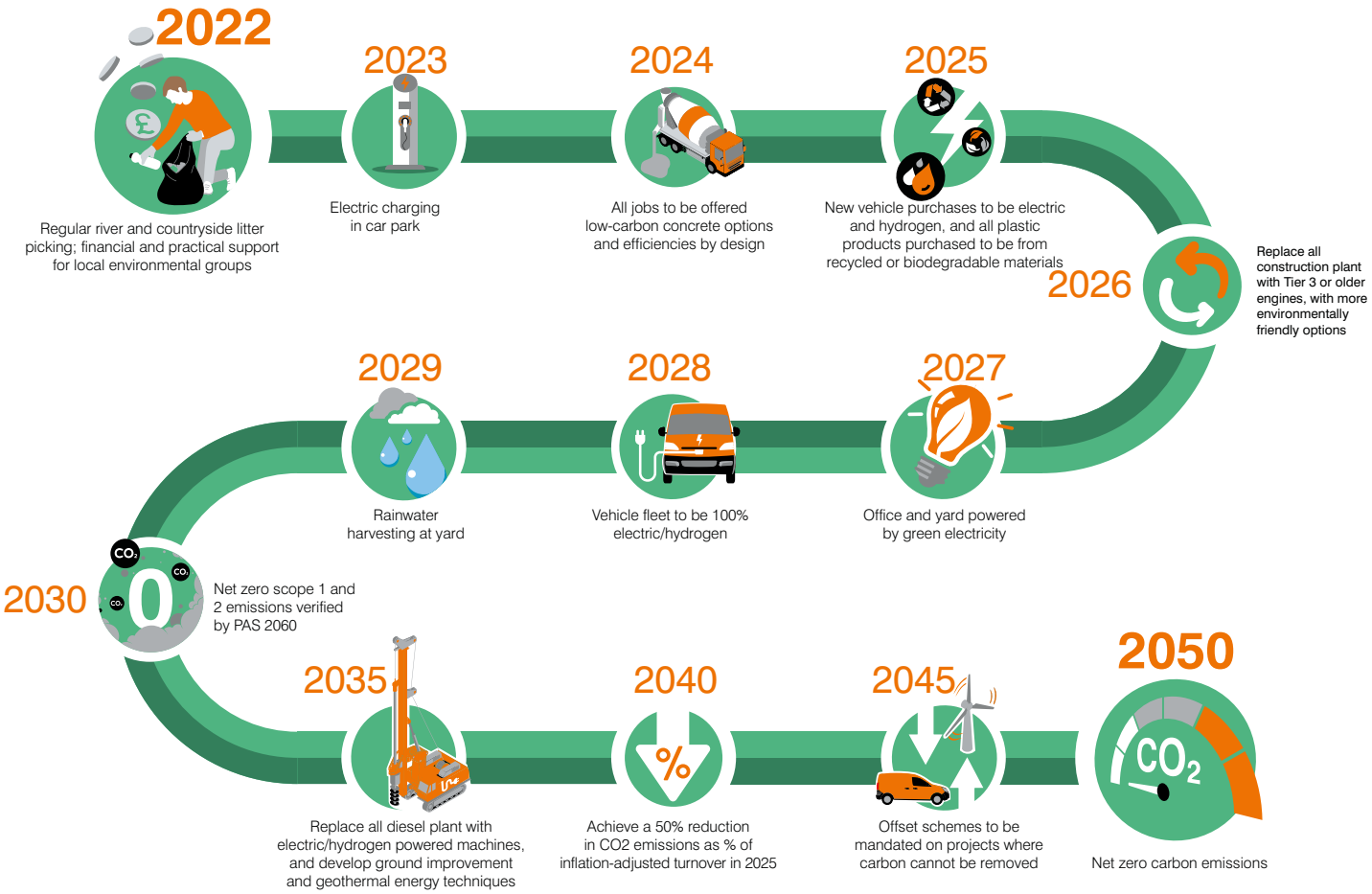
CENTRAL PILING
TALKING GREEN

We understand the work we carry out will impact the environment but through some of the schemes we are involved with, much of that effect is already positive. However, we are on a journey to remove waste, pollution and carbon dioxide emissions from our operations.

The activities we engage in that reflect some of the environmental element of the UN's Sustainability Goals include:

MAKING CITIES AND HUMAN SETTLEMENTS INCLUSIVE, SAFE, RESILIENT AND SUSTAINABLE

Central Piling's roadmap to Net Zero in 2050 includes the following landmarks:



2 ZERO HUNGER
6 CLEAN WATER AND SANITATION
7 AFFORDABLE AND CLEAN ENERGY
12 RESPONSIBLE CONSUMPTION AND PRODUCTION
13 CLIMATE ACTION
14 LIFE BELOW WATER
15 LIFE ON LAND
17 PARTNERSHIPS FOR THE GOALS

CENTRAL PILING TALKING ECONOMICS

It's long been known that it's more cost-effective to have sustainable client relationships than to invest speculatively in winning new customers. We treat our customers as business partners because investing in growing a sustainable relationship with them brings mutual benefits.

8 DECENT WORK AND ECONOMIC GROWTH

Our business development plan is to grow with our customers, to our mutual benefit. We will obtain 80% of our work by value through 20% of our customers by number, specifically to understand our clients' requirements and develop our systems and products to suit their evolution. Those businesses will have a strong financial status and cultures that fit with our own. Undertaking limited numbers of contracts for new and smaller clients will still provide opportunities to take advantage of profitable schemes and developing relationships with emerging businesses.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

We will seek to develop our systems through evolution of current technologies and innovation with new techniques. This will reduce harm, improve quality and offer our clients a broader range of solutions to their ground engineering problems. Recent examples of this can be found in our developing of the tandem rig technique for deep piles through old quarry areas, and devices to improve pile positioning.

> Where we believe we can provide our clients with solutions that are more efficient, we will present them

10 REDUCED INEQUALITIES

We will offer continual training and career development opportunities for all our people, and for our new and less experienced staff, peer mentoring will be offered. Positive action will also ensure the involvement of minority groups in industry events.

Annually, we will carry out gender pay gap analysis and benchmarking exercises. We will also provide transparent recruitment processes and provide feedback to all applicants.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Where we believe we can provide our clients with solutions that are more efficient, we will present them. Typically, this might involve smaller diameter or shorter piles than specified, which is often supported by enhanced testing regimes and analysis. There are also circumstances where we provide best value, by recommending that our scope of works is reduced by the use of pad foundations in lieu of piled foundations, or through the use of hybrid solutions such as piled rafts.

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