



# 2025 SUSTAINABILITY STRATEGY



**INFRASTRUCTURE  
WITH  
INTEGRITY**



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# BUSINESS STRATEGY FOR SUSTAINABILITY



## VISION

delivering sustainable M&E and technology solutions for our clients, our people, and our environment.



## VALUES

VVB's CORE values shape our behaviours and are apparent in everything we do.

To achieve our vision, our sustainability strategy routes our operations by focusing on the positive value we can add to the environment, society and the economy. Sustainability is continuously integrated into VVB's business strategy, across all our operational sectors; rail, (LU & NR), highways, power & utilities and tunnels (under construction). By creating a robust sustainability strategy, we are able to focus on the issues that matter most to our stakeholders, embrace longevity and create sustainable value for all.

VVB. Built infrastructure. Improved environments.

## OUR CORE VALUES



CARING



COLLABORATION



OPPORTUNITY



OWNERSHIP



RESPONSIBILITY



RESPECT



EXCELLENCE



END RESULT  
FOCUS

# SUPPORTING THE UN'S SUSTAINABLE DEVELOPMENT GOALS

The UN Sustainable Development Goals (SDGs) set a blueprint to achieving a better and more sustainable future by addressing the major global challenges we face — including poverty, inequality, climate, environmental degradation, prosperity, and peace.

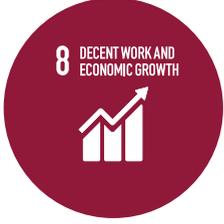
VVB's sustainability strategy ensures we support the SDGs in a variety of ways across all of our operations. We also recognise the need to deliver our own goals which are more closely aligned to our operations and these global challenges.

Yet VVB works to support all **17 of the SDGs** throughout our operations. We have committed ourselves to measuring and reporting our progress through our corporate responsibility agenda, and meeting the SDGs 2030 targets.





Ensuring healthy lives and promoting wellbeing at all ages is essential to sustainable development. At VVB, we pride ourselves on the good health and wellbeing of our team, as well as the communities we work with. We promote all aspects of health throughout our workplace, whether it is physical, emotional or mental health.



Sustainable growth requires creating quality jobs opportunities which meet the working conditions of the whole population. At VVB, we continually offer work with equal opportunities. We aim to continually improve these opportunities to ensure sustainability throughout the construction industry, such as increasing the number of young people within the industry.



Rapid urbanisation and demographic change has created large cities with a variety of challenges. VVB works to enhance the built infrastructure whilst ensuring it is inclusive, and simultaneously protects the environment. The demand on cities is continually growing and VVB aims to deal with the challenges urbanisation brings.

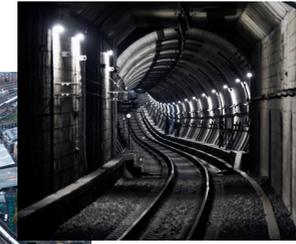


Climate change is impacting every country on every continent, disrupting economies and affecting the lives of every community. Without action, the world's surface temperature is likely to surpass 3° this century. VVB is working hard to prevent this by educating its workforce, reducing its carbon footprint and integrating climate change plans into every project.



The world's oceans make the Earth habitable for humankind, yet our actions are threatening this vital resource. VVB works to manage the use of water throughout its operations and to prevent the deterioration of coastal waters. We aim to protect life below water by educating our teams on the impact of single use plastic on the ocean and all that lives within it.

# 2025 SUSTAINABILITY ROADMAP



		2020	2022	2025
<b>C</b> Working together and proactively caring for people for the benefit of all.	HEALTH, SAFETY AND WELLBEING	PC4P behavioural safety implemented across all projects and sites	Employee absentee rate 20% below SME average	Best Companies Index (BCI) 3* accredited
	FREDIE	Investors in Diversity fully accredited	85% of VVB team confirm VVB is a diverse, respectful and inclusive workplace	All local and national demographics represented at VVB
	COLLABORATION	All management are ISO 44991 accredited Value-based collaboration offered to 100% of clients	Collaborative supply chain established	All collaborative projects save clients 10%
<b>O</b> Providing opportunities for growth through empowerment to deliver.	BUILDING THE NEXT GENERATION	Launched emerging talent programme	10% of VVB team are graduates or apprentices	5% of VVB team engaged through our careers lab programme
	TALENT DEVELOPMENT	Launched 2030 future leaders management programme	Training academy with onsite training facilities launched	50% of senior management are internally developed
<b>R</b> Shaping a better future through doing what's right and creating social value.	PROCUREMENT	Full ISO 20400 Sustainable Procurement compliance	25% of total procurement spend with SMEs	100% ethical supply chain
	CARBON FOOTPRINT	Carbon KPIs implemented across 100% of projects Reduce carbon emissions by 5% from our 2018 baseline	Full fleet of electric or hybrid vehicles	50% reduction of all carbon emissions
	ENVIRONMENT	100% of projects assessed for environmental impact and climate change contribution	All projects have environmental enhancement plans	100% of projects have net-zero climate change impact
	SOCIAL VALUE	Social value KPIs across all project reporting	Full ISO 260000 social responsibility alignment All projects contain community engagement plans	100% of projects have a positive net social value
<b>E</b> Achieving the best outcome for all through 'getting it right'.	SUSTAINABLE VALUE	Specialist advisor and dashboard assigned to all projects to measure sustainability performance	100% reuse or recycle approach with zero waste to landfill	100% of projects rated as excellent on CEEQUAL assessments
	DRIVING CHANGE	Innovation programme aligned with ISO 50501 launched	Embed 'get it right' culture and process to create zero-error projects	25% of VVB works are in emerging markets with emerging technologies
	M&E SPECIALISTS	M&E design and consultancy service offered to all clients	All key divisions offer comms and fire services	50% of projects delivered directly to end client

# C O R E

## CARING & COLLABORATION

Our vision is to provide a safe, respectful and inclusive environment for all of our stakeholders. As an M&E specialist, we have a highly skilled and diverse workforce who are not only experts in their fields, but a team that collaboratively delivers value. Through proactively caring for people and working together for the benefit of all, we can make VVB a great place to work and a great team to work with.



CARING



COLLABORATION

A large graphic consisting of a light teal outer circle and a smaller inner circle with a black background and diagonal teal stripes. The text 'Mates in Mind' is centered within the inner circle.

**Mates  
in Mind**

## HEALTH, SAFETY & WELLBEING

At VVB, we pride ourselves on a proactive safety culture. Through analytics, we can gain insight on how preventative measures, such as bespoke behavioural safety training for the whole VVB team, help us achieve operational excellence. We monitor the emotional and mental wellbeing of our team, with mental health first aiders on all sites and projects.

### 2025 GOAL:

VVB achieves Best Companies Index (BCI) 3\* accreditation

## FREDIE: FAIRNESS, RESPECT, EQUALITY, DIVERSITY, INCLUSION AND ENGAGEMENT

VVB is committed to embedding FREDIE within our company. We take on board our stakeholders' feedback and have partnered with Investors in Diversity to improve our FREDIE standards across the group. Through doing so, we strive for a workforce that represents both local and national demographics, alongside a working environment that is fair, inclusive and respectful for all our stakeholders, and delivers great outcomes.

### 2025 GOAL:

VVB team represents local and national demographics.

## COLLABORATION

We work to deliver smart solutions to meet the UK's urgent infrastructure demands, using collaboration throughout our operations. By working collaboratively internally and using our M&E expertise, we are able to establish a collaborative supply chain. This allows us to create and offer unique projects solutions for the industry.

### 2025 GOAL:

All collaborative projects achieve a 10% saving to all clients.

# CORE

## OPPORTUNITY & OWNERSHIP

Being part of the VVB team gives you access to a range of opportunities, and the chance to take ownership of your career development. We work to ensure our team know the importance of inspiring the next generation, building their skills, challenging openly and reaching their full potential for a sustainable workforce.



**OPPORTUNITY**



**OWNERSHIP**



## **BUILDING THE NEXT GENERATION**

At VVB, we pride ourselves on our specialist workforce. In doing so, we are improving the recruitment and training of apprentices and graduates through our Emerging Talent programmes, centred around local schools and colleges. Through these programmes, we aim to teach apprentices and graduates the skills needed to shape their own futures and drive the growth of VVB.

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### **2025 GOAL:**

**5% of the VVB team is engaged through our Careers Lab programme.**

## **TALENT DEVELOPMENT**

The VVB team is who we are, so investing in the development of our employees is fundamental to what we do. By launching a management development programme and opening a training academy, we aim to give our employees the opportunity to develop the necessary skills to shape their own careers, and reach their full potential.

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### **2025 GOAL:**

**50% of the VVB senior management team are internally developed.**

**BY 2025, 50% OF VVB SENIOR MANAGEMENT WILL BE INTERNALLY DEVELOPED.**

# C O R E

## RESPONSIBILITY & RESPECT

We take responsibility for our operations and the impact we have on our environments. We aim to improve all environments we work in, whether it is an individual or project, a local community, or the UK as a whole. We want to respect the environments we work in and take responsibility for our operations whilst bringing social value to all.



**RESPONSIBILITY**



**RESPECT**



## PROCUREMENT

VVB has a corporate social responsibility for responsible and sustainable procurement. Our procurement is optimised to meet environmental and human rights' standards throughout our supply chain. VVB's operations provide optimised procurement solutions for all of our working environments at all scales, through effective governance and reporting.

### 2025 GOAL:

A 100% ethical supply chain.

## ENVIRONMENT

By the nature of our work, we have an impact on the environment through the use of raw materials, the construction process and beyond. By building infrastructure to improve the environment, our operations enable us to go beyond mitigating our negative impact and to create environmental benefits — from resource management to enhancing biodiversity.

### 2025 GOAL:

100% of projects have net zero climate change effect.

## CARBON FOOTPRINT

VVB is committed to reducing its carbon footprint across all operations and sectors. Being CEMARS certified allows us to voluntarily report our carbon emissions to the ISO 14064 standard and continually reduce our carbon emissions year-on-year. By evaluating our most carbon intensive operations we can adopt low-carbon solutions. This creates energy efficient operations and introduces carbon counteracting programmes to result in carbon neutral operations.

### 2025 GOAL:

A 50% reduction in overall carbon emissions.

## SOCIAL VALUE

VVB is committed to championing the communities we work in, developing employment opportunities and embedding key community needs into our project outcomes. Our operations are centred around bringing social value to every community we operate in, tailoring social value strategies around local socio-economic needs for the most positive social impact.

### 2025 GOAL:

100% of projects have a positive net social value.

C O R E

# EXCELLENCE & END RESULT FOCUS

At VVB, we strive to deliver sustainable, innovative projects which are resilient and future-proof to changing demands. Through doing so, and working collaboratively with the market and our supply chains, we aim to offer unique project solutions for the industry, with circular economy principles, now and in the future.



EXCELLENCE



END RESULT FOCUS

# GIRI

Get It Right Initiative

## SUSTAINABLE VALUE

Sustainability is increasingly embedded within the design of our projects, considering its whole life value; water, carbon, accessibility, waste and others. By doing this in the design stage of a project, VVB is able to manage the risks and embed sustainability into the project from the outset and beyond, resulting in resilient projects, now and in the future.

### 2025 GOAL:

All VVB-led projects rated excellent on CEEQUAL assessments.

## DRIVING CHANGE

VVB offers innovative project solutions based on a deeper understanding of our clients demands and feedback. We aim to drive forward industry improvements through advanced efficiency and optimising delivery to improve customer service. Through doing so, we create cost efficiencies and build our reputation as a sustainable investment, every time.

### 2025 GOAL:

25% of work is in emerging markets and using emerging technologies.

## M&E SPECIALISTS

As an M&E specialist, VVB provides a range of complete project solutions across key strategic sectors. We aim to implement a design and consultancy business to build upon our experience and successful delivery, as well as offer comms and fire services to our key divisions. By doing so, we are able to support our growth through expanding capabilities to become a principal contractor.

### 2025 GOAL:

50% of projects delivered directly to the end client.



## FIND OUT MORE

If you'd like to know more about VVB's commitment to sustainability, the environment, our people and the community, please get in touch.

☎ 01268 711 845

📠 01268 711 846

✉ [info@vvb-eng.com](mailto:info@vvb-eng.com)



**VVB Group**  
3rd Floor  
25 Watling Street  
London, EC4M 9BR  
United Kingdom

[vvb-eng.com](http://vvb-eng.com)