



**Sustainability  
Report 2023**

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

– Brundtland Definition, 1987

# Contents

## INTRODUCTION

### UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

- How we are achieving them

### ENVIRONMENT



- Scope one
- Scope two
- Scope three
- Annual comparison
- Waste
- Renewable
- Offsetting

### SOCIETY



- Employees
- Training
- Health & Wellbeing

### ECONOMY



- Apprenticeships
- Charity
- Community

### CARBON REDUCTION STRATEGY REGULATORY REQUIREMENTS

# Introduction

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



Morson Talent has committed to Science-Based Targets and aim to have these validated within the next 12 months. Further to this we have committed to reach Net-Zero by 2050

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

Morson Talent has adopted a systematic approach to environmental management and implemented environmental management systems as specified by ISO 14001.



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

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

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

**Gareth Morris – Group HSQE Director**

# Sustainable development goals



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

## 1 NO POVERTY



- Minimum wage paid
- Pay through HMRC compliant payroll organisation

## 2 ZERO HUNGER



- Support charities
- Modern slavery and anti-trafficking compliant

## 3 GOOD HEALTH AND WELL-BEING



- Health & wellbeing initiatives amongst staff & workforce

## 4 QUALITY EDUCATION



- Support local educational establishments
- Morson training
- Apprenticeships

## 5 GENDER EQUALITY



- Equality, diversity & inclusion policy
- Initiatives

## 6 CLEAN WATER AND SANITATION



- Ensure clean water on worksites
- Charity support

## 7 AFFORDABLE AND CLEAN ENERGY



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

## 8 DECENT WORK AND ECONOMIC GROWTH



- Providing local employment
- Apprenticeships
- Supporting economic growth

## 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



- Supporting industry, developing innovative solutions
- supporting infrastructure projects

## 10 REDUCED INEQUALITIES



- Equality, diversity & inclusion policy initiatives

## 11 SUSTAINABLE CITIES AND COMMUNITIES



- supporting local SMEs

## 12 RESPONSIBLE CONSUMPTION AND PRODUCTION



- Sustainability policy Environmental ISO14001
- ESOS
- SECR

## 13 CLIMATE ACTION



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

## 14 LIFE BELOW WATER



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

## 15 LIFE ON LAND



- Support re-forestation projects, Tree planting offset scheme
- Create net biodiversity gain

## 16 PEACE, JUSTICE AND STRONG INSTITUTIONS



- Equality, diversity & inclusion policies

## 17 PARTNERSHIPS FOR THE GOALS



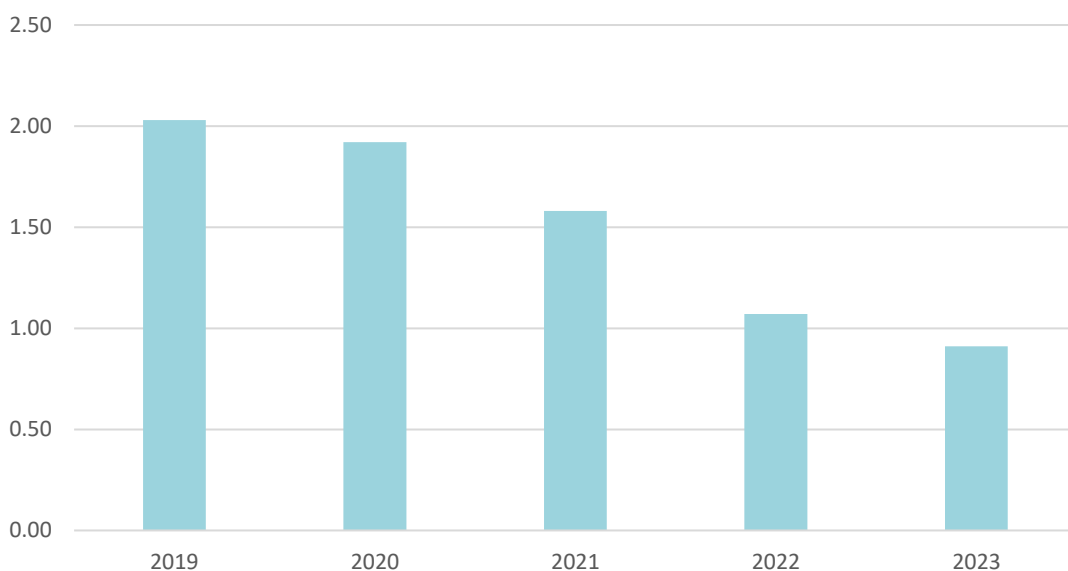
- Collaborate with clients, industry forums, government initiatives to promote the sustainable goals, Supply chain school partner



# Intensity matrix



Intensity Matrix Tonnes per million £ turnover



Intensity Matrix in line with SECR reporting	2019	2020	2021	2022	2023
Intensity Matrix Tonnes per million £ turnover	2.03	1.92	1.580	1.071	0.911
Percentage Difference from previous year		-5.42%	-18%	-32%	-15%

# Emissions



## Scope one Emissions in Tonnes Co2e

	2017	2018	2019	2020	2021	2022	2023
Gas	68.27	53.37	69.72	88.19	62.30	80.25	35.16
Fleet Petrol & Diesel	484.98	509.63	709.39	742.32	688.39	643.80	700.65

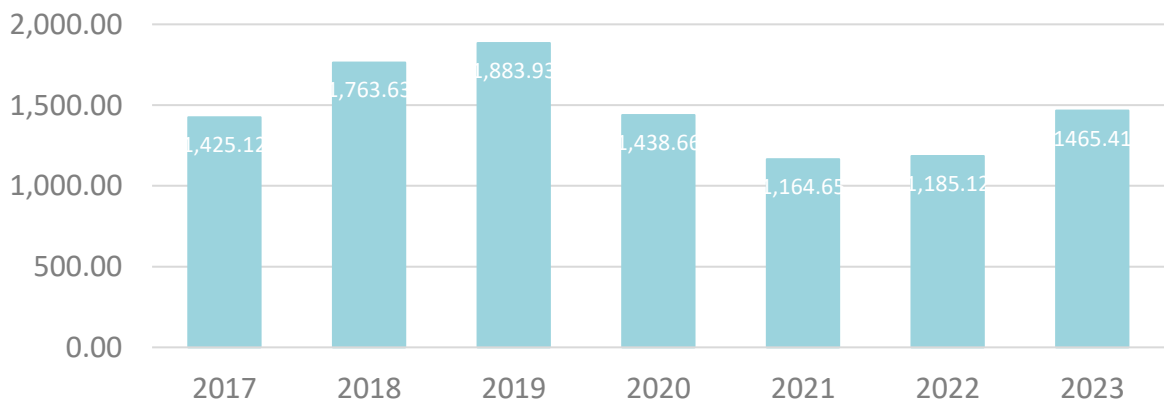
## Scope two Emissions in Tonnes Co2e

	2017	2018	2019	2020	2021	2022	2023
Electricity	460.24	441.43	391.55	365.87	236.24	47.50	40.46
Electricity Renewable	0	0	0	0	(101.01)	(274.73)	(264.30)

## Selected Scope three Emissions in Tonnes Co2e

	2017	2018	2019	2020	2021	2022	2023
Business Mileage Claims	80.97	199.94	235.94	73.32	52.39	43.89	41.97
Air Travel	319.77	545.25	462.47	165.24	121.28	358.82	637.33
Rail Travel	10.89	14.01	14.86	3.72	4.05	10.86	9.84

Scope Totals in Tonnes Co2e	2017	2018	2019	2020	2021	2022	2023
	1,425.12	1,763.63	1,883.93	1,438.66	1,164.65	1,185.12	1,465.41





## Waste



### Zero Waste to landfill

H.O food waste	<b>5.100 Tonnes Recycled</b>
H.O paper & cardboard	<b>2.071 Tonnes recycled</b>
H.O mixed recycling	<b>10.255 Tonnes recycled</b>
H.O general waste	<b>10.901 Tonnes diverted</b>
Confidential paper waste	<b>15.275 Tonnes Recycled</b>

*Recycling confidential paper saved 305 trees*

*Recycling waste saved 4.1 tonnes of carbon*





# Renewable energy & Offsetting



## Renewable energy

Since the 1<sup>st</sup> September 2021, the Morson Talent head Office electricity supply officially moved over to a renewable energy provider.



## Offsetting

During 2023 residual carbon was offset to make us Carbon Neutral



## Ecovadis

Morson Talent was awarded a Silver Medal from Ecovadis in recognition of our sustainability achievement. In line with our drive for continual improvement we are aiming for Gold in 2024.

## A tree per perm placement initiative

As part of the Morson Group ESG commitment of a tree planted per perm placement, Morson Talent planted an additional 1,932 trees for 2023 perm placements which will absorb an additional 210 tonnes of carbon across their lifetime.





## Society



### Employees

527 Employees in Morson Talent in 2023

Morson Talent Manchester employs 195 local employees

116 employees living within 5 miles of their office  
79 employees living within 5.1 – 10 miles of their office.



### Long Service Awards

During 2023 Morson Talent celebrated the following long service awards

20 Employees celebrating 10 years' service

7 employees celebrating 20 years' service

2 employees celebrating 40 years' service



### Training Courses

63 courses were completed by Morson Talent employees in 2023

An additional 62 courses were still in progress at the end of 2023.

16 employees completed the leadership development course in 2023





## **Society**



### **Health & Wellbeing**

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

#### **1. Physical**

- Weekly yoga classes
- Vitality Coaches wellbeing programme
- Smart health App
- Gym membership discounts
- Eye care vouchers

#### **2. Emotional**

- 24/7 access to the Employee Assistance Programme (EPA)
- Mental Health First aiders
- Thrive wellbeing App

#### **3. Social**

- Various departments organised team building events during the year
- A summer conference and dinner was held in September 2023

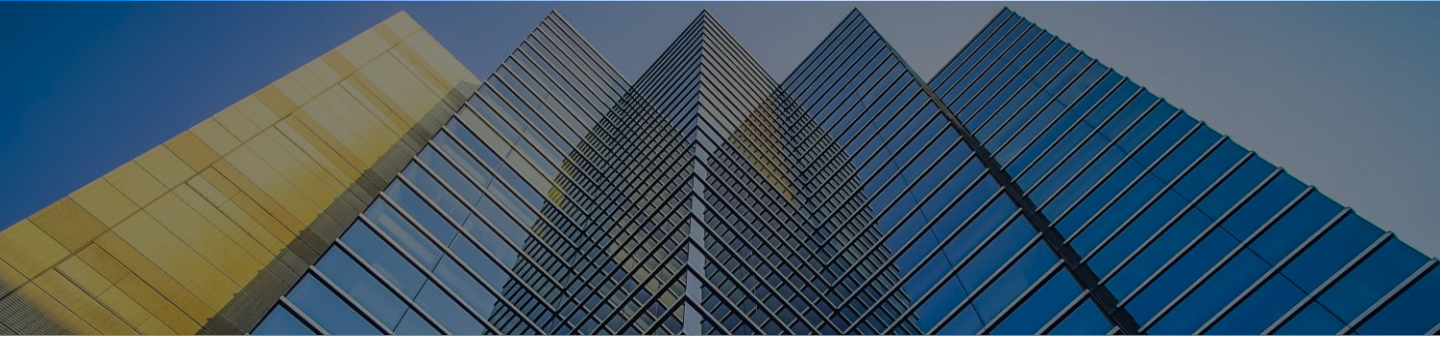
#### **4. Financial**

- Employees assistance programme
- Childcare vouchers
- Cash back plan
- Webinars on financial planning such as a budgeting and savings

#### **5. Work**

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





## **Economy**



## **Apprenticeships**

60 new apprentices started in 2023, with a total of 86 apprentices for the year.

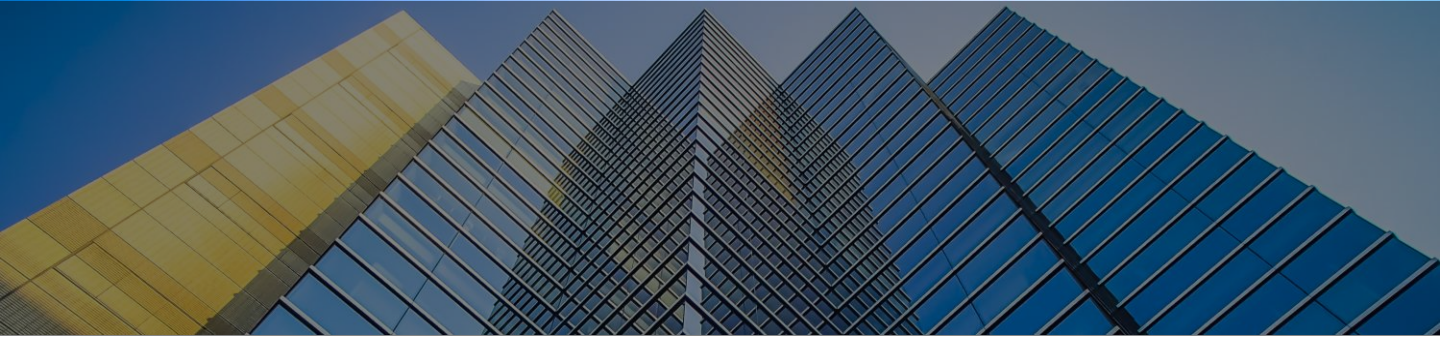
## **Charities**

The Morson Group Charities chosen for 2023 were:



Each charity was given a donation of £100,000





## Economy



## Community



We are delighted to announce that the Gerry Mason Engineering Scholarship has seen its 50th local scholar enrol at the University of Salford in 2022.

Morson Group, together with the Mason family, are proud to have created a legacy that benefits our local communities.

We established the scholarship in 2015, in memory of our founder Gerry Mason, a design engineer himself. The scholarship aims to continue his legacy by enabling budding engineers to study degree-level courses rooted in STEM. These scholarships focus on nurturing future skills for various sectors, including aerospace, automotive, infrastructure, nuclear, engineering, IT & digital, and more.

From the outset, the goal of the scholarship was to help young people from Salford reach their full potential, by removing financial and social barriers to attending university. Now, our partnership with IntoUniversity, an organisation that supports young people from disadvantaged neighbourhoods in achieving their goals, the scholarships have created a lasting partnership between Morson and the University.

Over the past seven years, the Gerry Mason Engineering Scholarship and the Morson Group Scholarship – launched in 2019 to specifically support students completing a computing degree – have delivered Gerry’s vision for helping young people in Salford aspire and achieve. Thanks to funding and an active partnership with the University of Salford, 37 out of 53 scholars have now graduated. From creating the innovative Maker Space that teaches students real-world technical skills, to individual scholarships, Morson Group has been a driving force in life-changing projects that make a difference.

The most recent initiative is a new IntoUniversity hub at the Beacon Centre in Salford, co-funded by Morson Group. It will work in the heart of the local community to support young people from ages 7 to 18.



## Carbon Reduction

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

Our On-going Carbon Reduction targets are:

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

We aim to reduce carbon emissions by:

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

## Regulatory Requirements

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

The SECR submission based on the data from 2023 has been processed and submitted

Data from 2022 was collated for submission under ESOS Phase 3 which is due August 2023

The following will form part of the regulatory requirements for data collection in 2024 for submission in 2025

- Streamlined Energy Carbon Reporting (SECR)
- Task Force on Climate-Related Financial Disclosures (TCFD)