



Protecting People and Property.

ESG Impact Report 2023

Alpine.

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Letter from our CEO.

Making spaces safe, sustainable and resilient for the people who occupy them is fundamental to everything we do as a company. We continually improve the performance of fire protection systems, and we put people, property and the surrounding environment at the heart of our business model.

I am delighted to share our first report on our ESG activities. Going forward, our reporting on ESG will be an increasingly important part of our communication with stakeholders, and we look forward to providing progress updates against our targets.

Several ESG initiatives have already been introduced over the past year, which are outlined in this report. We have set a target of achieving Net Zero by 2045 and we will reduce our overall energy consumption, reduce fuel usage per head, and reduce the amount of waste we generate.

We recognise there are opportunities to further enhance our performance in the years ahead and we look forward to reporting our progress.

The report and data included cover the period 1 April 2022 to 31 March 2023.

With best wishes

Steven Nanda,
Chief Executive Officer



Environment

14001

Certification achieved.
Strong environmental management system



Social

92%

Response rate in latest employee
engagement survey



Governance


LCPB

Level 4, the highest accreditation
held in the field

“We have set a target of achieving Net Zero by 2045, reducing our overall energy consumption, reducing fuel usage per head, and reducing the amount of waste we generate”

Steven Nanda

Accreditations and associations

	<p>We hold multiple accreditations, certifications and memberships, ensuring our work is of the highest quality and safety standards and formally recognising our commitment to service excellence.</p> <p>To demonstrate our commitment to maintaining the highest safety standards, we also obtained our ISO 45001:2018 this year. Following an audit by BRE Global, our Environmental Management System (EMS) has been certified to ISO 14001:2015. Alpine's quality systems ISO 9001 scheme signifies assured quality of design, installation, commissioning and maintenance of fire sprinkler systems. These standards provide us with a strong framework to protect employee health and safety, improve wellbeing, reduce workplace risks, and implement better and safer working conditions.</p>			
				
				

LPCB level 4 accreditation – a scarce and sought after accreditation

			
	<p>Alpine holds the highest Loss Prevention Certification Board (LPCB) level 4 accreditation which allows the business to self-certify all categories of works without any supervision.</p> <p>LPCB provides third party approval of fire and security performance of products and services to a range of global standards.</p> <p>LPCB is used by the insurance industry and customers to determine appropriate suppliers.</p>		

Awards

Our Business.

Founded in 1992 and headquartered in Northwest England, we are a market-leading, nationwide, mechanical fire suppression specialist. We provide design, project management and maintenance services across multiple end markets. Driven by a high quality and committed leadership team, we have a reputation for technical excellence and best in class service.

Our values

We pride ourselves on our reputation of acting with integrity, technical capability, and putting client satisfaction at the heart of our business offering.



Seven core values that underpin everything we do: **PITCHED**

People focused		We respect all people, the communities in which they live, their health and safety, and we believe in investing in and developing our employees
Integrity		Integrity is what Alpine does and the way it does it
Teamwork		We believe in teamwork and collaboration to support our teams and stakeholders
Customer service		We differentiate ourselves by our ongoing commitment to customer experience
Humility		We are modest, courteous and recognise the value in everyone
Expertise		We are professional and committed to the highest quality
Dedicated		We are dedicated and empowered to make the right choice at the right time

These values have been our ethos since day one and are the guiding principles that drive our ongoing journey of sustainable and resilient success.

Our Sustainability Vision.

We aim to deliver safe, sustainable and resilient fire protection systems for our clients, while also leaving a lasting environmental, social and economic legacy. To this end, we have identified six sustainability areas to focus on:

	• Carbon and climate change
	• Environmental impact • Resources, materials and circular economy
	• Employee health, safety and wellbeing • Diversity, equity and inclusion
	• Community engagement

Within each area we have introduced specific and measurable targets to help us reach our ambitions and support the United Nations Sustainable Development Goals (SDGs), against which we measure our performance annually.

Our strategy allows for the flexibility to review and adapt our targets each year in line with the evolving needs of clients, our business, and the wider industry.



Environment.



Carbon and climate change.

We understand that our individual decisions have a larger impact on those around us. In a fast-changing world where environmental degradation is continually increasing, we each have a role to play in reducing our carbon footprints to contain global warming to 1.5 degrees, the most ambitious Intergovernmental Panel on Climate Change (IPCC) scenario.

Our carbon footprint has therefore been a key focus area over the past year, and we commissioned a Net Zero roadmap focusing on the reduction of emissions across our own UK operations and supply chain. External consultants used the Greenhouse Gas (GHG) Protocol to calculate our emissions.

Below are the results of our Net Zero engagement, carried out this year and using 1 April 2022 – 31 March 2023 as our baseline year.

Carbon Footprint – Baseline year	
Tonnes of CO ₂ emitted	19,214*
Scope 1 emissions	257
Scope 2 emissions (location based) *	12
Scope 2 emissions (market based) *	0
Scope 3 emissions	18,905

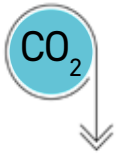
*Market based

Our work around carbon revealed that our Scope 3 emissions are over 95% of our total Scope 1, 2 and 3 GHG emissions inventory. Scope 3 Category 1 – Purchased goods and services – was found to be our largest Scope 3 category. Scope 1 and 2 emissions, along with the remaining 14 categories of estimated Scope 3 emissions, were found to be either not relevant or immaterial, representing collectively less than 5% of our total Scope 3 emissions.

The reason for this is that we install fire protection systems in complex environments and for a large and varied customer base. We service new build and retrofit structures, as well as catering to a wide range of industries, from logistics to food and beverage, aerospace, automotive, retail and pharmaceutical. We are often required to install our systems in complicated settings, which can require the purchase of specialised items such as water tanks, pumps, pipework, sprinkler heads, and other fire protection products, which have a large capital carbon cost.

*As per the GHG Protocol Scope 2 Guidance, Scope 2 emissions have been calculated and reported using two separate methodologies. A location-based method reflects the average emissions intensity of grids on which energy consumption occurs, whilst a market-based method reflects emissions from the electricity that we have purposefully chosen via our energy procurement activities. This accounts for energy purchased from green energy suppliers.

Commitment for Net Zero Carbon for Scope 3 emissions by 2045



We recognise that we have work ahead. As part of our roadmap, we have ambitious plans to reduce carbon emissions across all categories to as low as reasonably practicable, with a particular focus on improvements around Scope 3 Category 1. We will:

- Engage with Tier 1 suppliers to understand their carbon footprints
- Be selective in our suppliers, working with those suppliers who share our ambitions and supporting them in reducing their own emissions
- Work with suppliers to collaboratively set carbon emissions reduction targets
- Prefer local suppliers where possible, reducing emissions from transport
- Request life cycle assessments for products purchased and actively choose lower emission products where information is provided

Our goal is to become a Carbon Neutral business by 2030 and achieve Net Zero by 2045.

Environmental impact.

We recognise the importance of environmental stewardship and continually improving our environmental performance. We aim to ensure that environmental risks and opportunities are identified and appropriately managed throughout the planning, design and installation of our systems.

Following an audit by BRE Global, we are pleased to announce that our Environmental Management System (EMS) has been certified to ISO 14001:2015. Our EMS is framed and established through a planning process that includes the following elements:

- Complying with all local and national environmental laws to protect the environment where we operate
- Managing the environmental performance of our activities including our carbon emissions, energy management, waste management, and water management
- Continuously improving our environmental management system
- Delivering on the aims in our ESG programme including our Net Zero ambitions
- Working with our key suppliers to embed sustainable practices
- Raising awareness and understanding of environmental issues with our employees – through awareness campaigns and other communication tools
- Monitoring and reporting on our progress
- Engaging with stakeholders on environmental issues

Our Board of Directors has oversight of the management of environmental risks and the broader ESG programme. Our Board and key internal stakeholders review our annual environmental plan, with a corresponding budget prepared that enables dedicated capital spend on environmental initiatives.



**ISO 14001:2015
certification achieved**

Resources, materials, and the circular economy.

We promote the prudent and responsible use of all physical resources including the materials we procure, energy, and water. We will increasingly focus on a circular economy approach through minimising resource use, driving down waste, reviewing the materials we procure, and understanding the impact of whole life carbon and life cycle analysis.

We aim to source materials sustainably and ethically, instilling the principles of the circular economy approach, focusing on reducing whole life impacts from resource use by encouraging consideration of the environmental impacts of design, installation and operation throughout the life of our fire protection systems. To this end, we have begun working with our suppliers to develop innovative and sustainable solutions. This project was launched in early 2023 and is currently being formalised. We look forward to reporting on our progress next year.

We work closely with our waste management provider to implement the principles of the waste hierarchy. We minimise the waste we produce, segregate residual waste, and are proud to state we send zero waste to landfill.

As part of our carbon programme, we will be investigating the feasibility of switching to renewable electricity contracts along with an increased focus on energy management.

Water is one of the world's most precious resources, and although our water use as a business is small, our impact on water management is considerable due to our equipment using water during design, testing, commission and operation. Sprinklers use between 60-240 litres/min of water to control fires depending on the system, and although the systems use water economically, we are looking at improving performance. This initiative is linked with our material management project launched in early 2023, and we look forward to reporting on our progress next year.



Zero waste to landfill
achieved

Social.



Safety and security.

Our business model and mission is around keeping people and property safe, and we naturally extend this philosophy to our workforce. In March 2023 we achieved our ISO 45001:2018 certification, demonstrating our commitment to the health, safety and wellbeing of our employees.

We take safety seriously, and have developed policies, procedures, training and compliance tools that follow the Health and Safety Executive's model for effectively managing health and safety. We have emergency response procedures, standard operating procedures, policy commitments, clear incident investigation and corrective action policies, regular external safety audits, and detailed training for all employees and sub-contractors.

The responsibility for implementing the Health and Safety policy lies with all directors, managers and team members. The Board regularly reviews performance against a series of HSEQ measures, which are linked to individual personal development in every employee's role within the business.

A large part of keeping people safe is raising awareness of risks and ensuring everyone keeps safety front of mind. Our monthly awareness campaigns and toolbox talks are designed to keep safety consciousness central to the business, and to encourage employees to raise concerns and report near misses. Recent campaigns have included stress awareness, skin cancer awareness, the benefits of exercise and Stoptober.

We take incident investigation very seriously. We investigate rigorously to identify root causes and develop lessons learned to strengthen prevention. Managers are required to set and instil our safety culture, and along with the executive teams, continually strive for deliver safety improvements.



AFR for FY23: 0.88

- **100% of our subcontract labour supply chain are CSCS qualified**
- **Our IIR (incidence frequency rate) closed on an industry low of 888 for 2022 with zero RIDDORs**
- **100% of our office waste is diverted from landfill**
- **Following a reporting improvement campaign companywide, our near miss and hazard reports have increased by 44% over a 2-year drive**
- **12% of our employees are now Mental Health UK qualified first aid trained**
- **After a 24-month management system improvement & development goal, Alpine achieved ISO45001 & 14001 accreditation**

Diversity, equity and inclusion.

Diversity, Equity and Inclusion (DE&I) is intrinsic to our success and is a core value of our business, which is to be people focused and respect all individuals.

We work hard to foster a work environment that is inclusive to all employees. Our impact extends beyond protected characteristics, and we host many awareness events throughout the year, educating and increasing awareness on various topics, including our annual Pride Month celebration each June.



We are currently formalising our DE&I strategy, with our new People Director tasked with creating a plan targeted to our employee base and future recruitment goals. We have begun to collect demographic data to inform our DE&I actions and strategy, with a robust communication plan to outline the benefits of sharing personal data and how that data will be protected. Our DE&I strategy is a permanent agenda item at Board meetings and our People Director has been appointed as the company's DE&I champion to drive the programme going forward.

We are also working on incorporating DE&I into the recruitment process. We are working to ensure that our talent pipeline is diverse and applicants from any underrepresented groups are encouraged for roles at all levels. We are working towards making applicant searches broad and to remove actual or perceived barriers to entry.

To help us build momentum and ensure we make progress, we are in the process of setting DE&I goals. In support of these goals, we are busy gathering more diversity data from employees and our suppliers. We look forward to updating our stakeholders next year on our emerging DE&I programme.

Total headcount:		108
Overall gender ratio:	75% Male	25% Female
Leadership gender ratio:	71% Male	29% Female
Management gender ratio:	83% Male	17% Female

Health and wellbeing.

We are committed to the health and wellbeing of our employees.

In 2018 we established a wellbeing team who were tasked with overseeing our health and wellbeing programme, and since then we have introduced a range of initiatives and programmes to support and further wellbeing and health. These include a comprehensive healthcare cash plan offering private medical insurance, dental coverage, vision coverage and an Employee Assistance Programme.

Following the pandemic, we were cognisant that mental health could potentially become an issue for some of our employees. Since 2020 we have focused on the mental and emotional wellbeing of our workforce. We introduced an annual employee engagement survey, which seeks to gauge employee wellbeing and satisfaction, and to help inform our ongoing work around health and wellbeing.

Our 2022 employee engagement survey was encouraging, receiving a 92% response rate, with 89% of respondents stating they would recommend Alpine as a place to work.

	<p>Established wellbeing team</p>	<p>2020</p>
	<p>Employee engagement survey response</p>	<p>92%</p>



Community engagement.

Fire protection systems already has a hugely positive impact on people’s lives. From people living in their homes, to those using public buildings, to employees going to an office or site location, fire protection is there every second of every day, saving lives and property.

But beyond the immediate benefits of our services to people and communities, we give in other various ways, in order to strengthen our social value proposition, and because it’s the right thing to do.

We are committed to creating lifelong relationships in the communities in which we operate. Our community programme is helping regenerate communities, provides employment and training opportunities, and supports local supply chain partners and businesses.

All employees are encouraged to give back to the community and are provided with paid time off for volunteering activities, and we have a long-term relationship with We Mind the Gap, a social mobility charity. The mission of We Mind the Gap is to provide opportunities in life and work for disadvantaged young people who might otherwise not receive the support needed to succeed and thrive.

Our work with We Mind the Gap aligns to our apprenticeship programme and the various types of placements we offer. We believe in investing in the next generation of fire engineers, and our programme offers a wonderful opportunity to gain valuable skills and experience while working alongside experienced professionals in the fire protection installation business.



Number of apprentices

9



Number of charitable events

5

Governance.



Governance.

We are committed to acting with integrity in everything we do and upholding the highest standards of corporate behaviour.

We comply with all industry standards and have achieved certification with the relevant safety, quality and environmental professional bodies. We belong to several industry organisations to further support the development of colleagues and the overall performance of our company.

We see our various certifications as achieving two objectives: meeting the mandatory qualifications required for the effective running of our business, and helping us to enhance the delivery of our products and services. These include International Organisation for Standardisation (ISO) standards 9001, 14001, and 45001.

We believe that maintaining these certifications is an important and demonstrable indicator of our commitment to high standards across every area of our business.

The Board oversees our strategic planning and execution, risk management, and responsible business practices. The Board meets 12 times a year.

Good governance starts with independent and engaged Directors who have a strong sense of integrity and respect for differing viewpoints. We are proud of our diverse Board who possess the requisite judgment and background to strengthen and increase the overall diversity, breadth of experience and skills of the Board.

Our policies are updated at a minimum on an annual basis, but more frequently if regulatory changes or other drivers warrant an update. Each policy has an individual owner who is charged with ensuring the policy is relevant, applicable across all services, and meets legislative requirements.

Our management team undertake regular training to ensure that their knowledge on policy content remains current. We have mandatory training and annual refreshers for all colleagues on key policies, and for other policies, colleagues receive training during induction and alerts when policies are updated. Team members have access to our policies through our HR system.

We take our responsibility under the Modern Slavery Act 2015 extremely seriously and we are committed to taking the appropriate steps to prevent slavery and human trafficking in our business and supply chain.



The behaviour we expect of our employees and contractors is set out in our Code of Conduct, which details the principles we work by and supports us in making the right decisions

Alpine.

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Working in partnership with



An intelligent approach to energy, waste & sustainability

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