

Airfields // Highways // Off-Highways // Civils & Maintenance

JOINTLINE ESG STRATEGY AND PERFORMANCE 2024

Innovative Solutions for Airfields, Highways and Off-Highways Infrastructure

JOINTLINE

Safely Marking The Way Ahead

jointline.co.uk

OVERVIEW

Environmental, Social, and Governance (ESG) principles are essential for building a responsible, resilient, and forward-thinking business. By integrating ESG into our work delivery, we are not only contributing to a more sustainable future for everyone, but also strengthening trust with our stakeholders, driving innovation, and ensuring long-term business success.

This report outlines our commitment to the United Nations Sustainable Development Goals (SDGs) and details the actions we are taking to support them.

We demonstrate how ESG is embedded in our operations, guiding us toward positive change for our employees, partners, customers, and the wider community.



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INTRODUCTION GARY MASSEY, MANAGING DIRECTOR

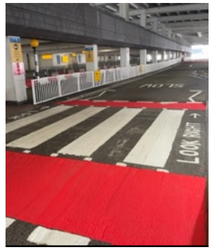
We recognise that environmental, social and governance (ESG) principles are fundamental to the long-term success of Jointline. In a fast-evolving landscape, we are committed to being a responsible business that fosters innovation and drives positive, sustainable actions for future generations.

Sustainability is at the heart of our strategy. We are dedicated to reducing our environmental footprint, supporting our employees and the communities that we serve and upholding the highest ethical standards in governance.

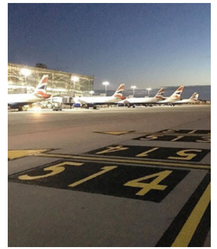
Our approach aligns with the United Nations Sustainable Development goals (UN SDGs), and we embed these principles into every aspect of our operations. We are proud of the progress that we have made so far but recognise that sustainability is an ongoing journey. As we continue our journey of growth, we will continue to drive meaningful change and set new benchmarks for responsible business practices.

Our first ESG report reflects our dedication to transparency, accountability and continual improvement as we move towards a more sustainable and equitable future.

ABOUT JOINTLINE











With over 35 years of experience, Jointline has established itself as a trusted name in the marking, surfacing, and forestry, and civil engieneering industry. Our multi-divisional approach integrates specialist expertise across airfields, highways, off-highways, and civils and maintenance, enabling us to deliver seamless, high-quality solutions tailored to the unique needs of our clients.

At Jointline, we combine technical innovation with unrivalled expertise to provide bespoke solutions that address the complexities of modern infrastructure. Our services are structured across four specialist divisions:

Airfields: Jointline is a market leader in airfield marking and surfacing, offering compliant solutions that meet CAA, EASA, and ICAO standards. We specialise in runway and taxiway markings, stand designations, grooving for enhanced drainage, and joint sealing to maintain operational safety and surface longevity. Our advanced equipment ensures precision and efficiency, making us a trusted partner for regional and international airports.

Highways: Our highways division delivers comprehensive services to maintain and improve road networks. From thermoplastic line marking and reflective stud installation to joint sealing and high-friction surfacing, we ensure safety, durability, and compliance with National Highways standards. Using hydroblasting technology, we also offer marking removal, surface retexturising, and cleaning for maintenance projects.

Off-Highways: Jointline specialises in providing tailored internal and external safety line marking solutions for off-highway environments, including warehouses, logistics hubs, retail parks, and private estates. Our services include aisle and bay markings, directional arrows, pedestrian walkways, and hazard zone delineation, all designed to enhance safety and operational efficiency. For external areas, we deliver durable parking layouts, anti-skid treatments, and clear traffic flow markings to optimise accessibility and reduce risk.

Civils and Maintenance: Our civils and maintenance division supports infrastructure projects with foundational and remedial services. We deliver comprehensive solutions, from drainage and excavation to surfacing reinstatements. public realm construction and forestry maintenance, ensuring each project functions seamlessly while achieving aesthetic harmony. Whether restoring utility trenches, enhancing urban landscapes, or installing flood mitigation and attenuation schemes, we deliver with precision and care.

JOINTLINE VALUES & ESG APPROACH





Jointline is committed to building long lasting, successful relationships with our stakeholders. Our mission is to become both an employer of choice and a supplier of choice, operating with integrity and putting people at the core of our business. To achieve this, we operate according to our own set of values. We are:

> Experienced
> Innovative
> Collaborative
> Responsible
> Reliable
> Safe

We apply these values in everything we do, and they support the delivery of our ESG Strategy. Our approach to ESG is based on a strong governance structure and processes, incorporating a range of policies, our QSHE management system and the assignment of responsibility, which defines how we operate. We set a range of improvement objectives, targets and metrics to support the delivery of our commitments to environmental and social themes, aligned with the United Nations Sustainable Development Goals (SDGs).

ESG STRATEGY





NO POVERTY
ZERO HUNGER

- Proud members of the Living Wage Foundation since July 2021, ensuring all staff receive the real Living Wage for a fair and decent standard of living.
- Supporting causes that matter most to our stakeholders through meaningful donations to charities.
- Providing essential support to food banks to help those facing food insecurity.
- Actively supporting local initiatives, organizations, and projects near our contracts, with a focus on empowering marginalized communities.



GOOD HEALTH AND WELLBEING

- Mental health awareness training provided for all staff. Managers complete 'Managing the Conversation' and 'Leading the Conversation' courses, enabling them to handle difficult situations.
- Internal mental health first aiders offering direct support to employees.
- **Employee Assistance Program (EAP)** – A 24/7 counselling and advice helpline providing support on legal, financial, emotional, health, and work-related concerns.
- **Westfield Health** – Private health cover that reimburses the cost of health and wellbeing appointments, ensuring employees have access to professional medical support.
- **Rewards** – Discounts and rewards from hundreds of leading retailers, gyms, restaurants, and destinations to help employees make the most of their wages.
- **Health surveillance** – A professional occupational health provider carries out health surveillance for all employees within Jointline.
- Driving safely training to promote road safety and responsible driving practices.
- Company Stand Down Days featuring guest speakers who highlight key health and wellbeing issues.
- Strong communication channels within the business to provide support at all levels.
- Time provided for employees to participate in volunteering days.





QUALITY EDUCATION

- Engaging with schools through careers fairs, work experience placements, mock interviews, and career and safety talks, helping to inspire and guide the next generation.
- Building a resilient workforce by enrolling apprentices in industry-leading training programs that evolve to meet sector demands.

Leo Howell, one of our recent apprentices said –"*Joining Jointline as an apprentice has been an incredible opportunity. The hands-on experience, combined with structured training, has given me the confidence and skills to build a solid career in the industry. The team is incredibly supportive, and I've had the chance to work on real projects that make a difference. I'm excited about my future here and grateful for the investment Jointline has made in my development.*"

- Supporting Construction Week at Lincoln Showground in partnership with RSMA, educating primary and secondary school children about careers in construction and road safety.
- Sponsoring the Junior Life Skills charity, which helps create safer communities by teaching children about everyday risks related to their health and wellbeing.
- Providing valuable work placements that offer hands-on experience and career insight.
- Investing in career development by supporting employees in gaining new qualifications and advancing their professional growth.

"*My work placement at Jointline was a fantastic experience. I was welcomed into the team from day one and given real responsibilities, which helped me understand what a career in this industry could look like. The guidance and mentorship I received were invaluable, and it has really helped shape my career aspirations. I would highly recommend this opportunity to anyone considering a future in one of the varied roles that the construction industry can offer*" – Gracie Andrews, Marketing Work Experience Placement Student



GENDER EQUALITY

- We have a formal Equal Opportunities Policy embedded across the business, ensuring fairness and inclusivity at all levels.
- We are committed to equal opportunities for all employees and applicants, with clear expectations outlined in our employee handbook.
- Gender Pay Gap is actively monitored at Board level to promote transparency and equality.
- All staff receive formal training on unconscious bias, fostering a more inclusive and diverse workplace.
- We support flexible working practices to accommodate diverse needs and promote work-life balance.





CLEAN WATER AND SANITATION

- Comprehensive CoSHH assessments conducted for all substances to ensure safe handling and compliance.
- Strict chemical management protocols in place for the safe storage and use of all hazardous materials.
- Spill response readiness, including strategically placed spill kits and formal spill drill training for staff.
- Water consumption monitoring to detect leaks and minimize waste.
- Efficient vehicle wash systems designed to reduce water usage while maintaining high standards of cleanliness.
- Water-saving fittings installed in washrooms to promote sustainability.
- Sourcing water from AquAid, supporting The Africa Trust in providing clean water access to over 2.9 million people.



AFFORDABLE AND CLEAN ENERGY

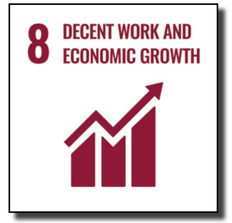
- Renewable electricity supplies are used wherever possible to reduce our environmental impact.
- Transitioning to electric vehicles and plant machinery to support cleaner operations.
- Moving towards using HVO fuels as part of our commitment to reducing carbon emissions.
- Energy-efficient lighting and equipment installed in our buildings to optimize energy use.
- Solar panels fitted to all new vans, providing battery power for ancillary items and reducing fuel consumption.
- Solar panels used to power some welfare units and plant, further supporting our sustainability efforts.





DECENT WORK AND ECONOMIC GROWTH

- Creating employment opportunities through structured apprenticeship programs.
- Promoting diversity and inclusion through fair and inclusive hiring practices.
- Implementing robust policies to prevent modern slavery and human trafficking.
- Committed to fair wages, ensuring all employees are compensated equitably.
- Upholding best-practice health and safety procedures to protect our workforce.
- Supporting work-life balance with flexible working arrangements.
- Engaging employees through initiatives that foster collaboration and well-being.
- Developing a highly skilled workforce with multi-skilled operatives.
- Providing comprehensive training to enhance skills, career growth, and industry expertise





INDUSTRY, INNOVATION AND INFRASTRUCTURE

- A formal Carbon Reduction Plan in place, guiding our journey to Net Zero by 2040.
- Expanding and diversifying our services to drive innovation and long-term sustainability.
- A strategic capital investment plan to support continuous growth and development.
- Access to a dedicated sustainability consultant to enhance our environmental initiatives and ensure best practices.
- Collaborating with our supply chain to drive sustainable innovation, ensuring that partners align with our environmental and ethical standards.
- Investing in new technologies to improve efficiency, reduce emissions, and enhance overall sustainability.
- Exploring alternative materials and processes to lower environmental impact while maintaining high-quality standards.
- Leveraging digital solutions to enhance operational efficiency and reduce waste.





REDUCED INEQUALITIES

- Equal Opportunities Policy embedded across the business to ensure inclusivity and fairness.
- Disability Confident Employer committed to improving inclusivity within our industry.
- Armed Forces Covenant signatories recognising and supporting those who serve or have served in the Armed Forces.
- We benchmark inclusive employment practices through participation in the Employee Diversity Benchmarking tool in partnership with the Supply Chain Sustainability School.
- AI-Driven QSHE Videos providing WhatsApp-based alerts for quality, health, safety, and environmental (QSHE) updates. We create short, engaging videos to improve communication and accessibility which provides higher engagement rates compared to text-based content, with 100% of employees preferring video format.



SUSTAINABLE CITIES AND COMMUNITIES

- We work to the highest Industry Standards with certification to Safecontractor, Constructionline Gold & Avetta.
- Recycled products used wherever possible.
- PAS2080 certification underway.
- Professional memberships with the Road Surface Treatments Association (RSTA) and the Road Safety Markings Association (RSMA).
- Formal carbon reduction plan and year on year carbon footprint reporting.

Multiple Community Engagement Initiatives such as:

- Free lining projects at Sandylane Primary School in Bradford, Wheatlands Primary School in Redcar & St Hilda's Church in Leeds.
- Working in partnership with Taylor Woodrow for charity projects, such as the Hannah Trait Charity.
- Line marking support for local hospitals including Bradford Royal Infirmary, St. Luke's Hospital and Airedale Hospital.
- Volunteering support from skilled staff at Bracken Edge Primary School and Mencap Charity sites.

- We encourage Community Reporting through use of apps such as the 'FixMyStreet' app whilst delivering works to report local issues.





RESPONSIBLE CONSUMPTION / PRODUCTION CLIMATE ACTION

Our waste reduction & management initiatives include:

- Awareness initiatives for reducing food waste at work.
- Encouraging suppliers to develop low-impact products.
- Improving waste management facilities at depots.
- Tracking waste metrics to improve recycling and move towards a circular economy.

Sustainability Policies & Certifications include:

- ISO14001 & PAS2080 (Stage 1 complete)
- Formal Sustainability Policy.

Emission Reduction Strategy:

- Net Zero target by 2040.
- Driver behaviour training and increased tyre maintenance schedules.
- FLT use reduction through efficient yard storage.
- Automatic engine idling cut-off after 2 minutes.
- MESH telematics system for vehicle performance monitoring.
- Rolling vehicle upgrades to Euro 6 standards.
- Optimisation of site vehicle use and alternative fuel evaluations.
- Technological advancements in boiler design.





LIFE BELOW WATER / LIFE ON LAND

Environmental Conservation & Biodiversity initiatives include:

- Annual donations to The Woodland Trust to support sustainable environmental projects.
- Pollution prevention and contamination control measures.
- Forestry Commission collaboration for environmental enhancements.
- Procurement policy focused on avoiding non-sustainable materials.







PEACE, JUSTICE AND STRONG INSTITUTIONS / PARTNERSHIPS FOR THE GOALS





- We operate both ethical & in a transparent manner supported by formal policies including an Anti-Bribery and Corruption Policy., a Whistleblowing Policy & a Modern Slavery, Human Trafficking, and Right to Work Policy.

Collaborative Working –

- Commitment to PAS 2080 certification by the summer of 2025, ensuring best practices in collaboration across infrastructure projects.
- Partnerships with key stakeholders to promote sustainability and ethical business practices.



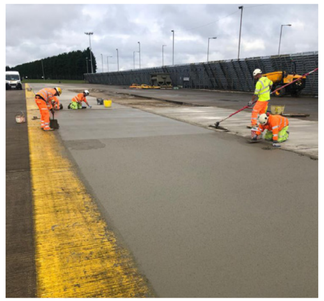



NO PARKING
DELIVERIES ON


LOOK LEFT






JOINTLINE



currys









Safely Marking
The Way Ahead

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