



GROUNDWORK GREATER MANCHESTER

ESG Review 2021/22



Introduction

2021-22 saw significant growth in the size and scale of Groundwork Greater Manchester. We now employ over 100 full time staff and have a turnover approaching £6 million.

As a charity we deliver social, environmental and economic impact for people and places through the work that we do, which is funded by grants, commissions and our public and private sector partners. This is captured in our annual impact report. However, as we have grown, we have become increasingly conscious of the way we do business and the need to be transparent about this. This is why we have produced our first ESG review in 2022 and commit to doing so annually moving forward.

This document outlines what changes we have introduced within our business operations in the past year which enable us to be a more responsible and sustainable organisation.

Where possible, we have mapped our progress against the UN Sustainable Development Goals.



Environment



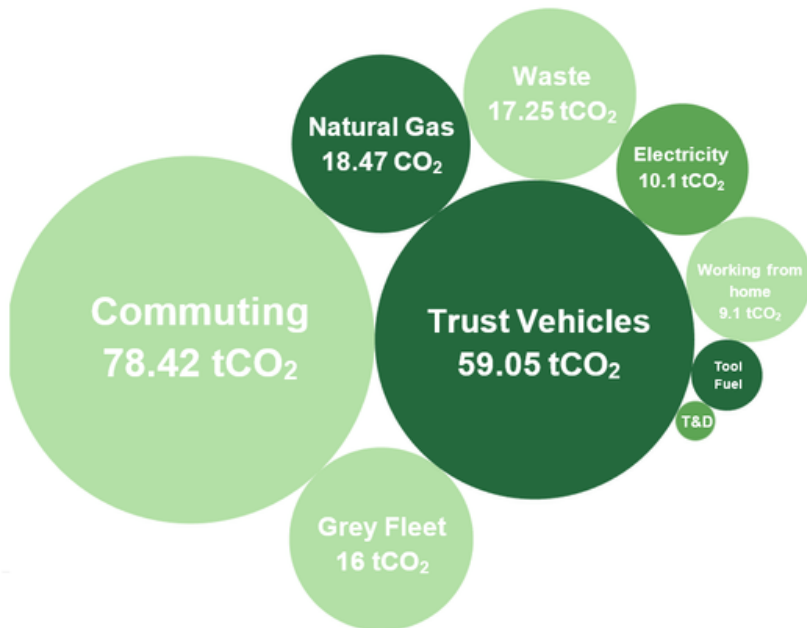
During 2021/22 we have:

- Produced our organisational carbon footprint and issued our first post pandemic progress update.

Category	2019/20 (t CO2 e)	2021/22 (t CO2 e)	relative difference
Scope 1	70.34	54.83	-22 %
Trust owned vehicles (Diesel and Petrol)	39.72	33.43	-15.8 %
Natural Gas	28.94	18.47	-36.2 %
Mobile Machinery (fuel for tools)	1.68	2.93	+74.4 %
Scope 2	24.83	10.06	-59.5 %
Electricity	24.83	10.06	-59.5 %
Scope 3	43.86	121.73	+74 %
Grey Fleet - Employee Business Mileage	25.49	16.01	-37.2 %
Water Treatment & Supply	n.a.	n.a.	n.a.
Waste	16.16	17.25	+6.7 %
Public Transport	0.1	0.037	+63 %
Electricity - T&D losses	2.11	0.91	-56.9 %
Commuting	n.a.	78.42	n.a.
Working from home	n.a.	9.1	n.a.
Total	139.03	186.62	+34%



Double glazing being installed at Ecology Park office



- Established a Carbon Reduction Task Group, which includes trustees, senior leaders and staff.
- Developed and adopted our first carbon reduction plan with commitments to undertake retrofit assessments of our premises, implement a phased plan to shift to electric vehicles and continue behaviour change initiatives.



- Achieved Gold Carbon Literate Organisation status with over 50% of our employees now certified as Carbon Literate.
- Organised nature volunteering days on sites managed by partner organisations as part of our commitment to COP26. 58 member of staff participated.
- Carried out on-going maintenance and enhancement of our 5 nature sites, including installation of nature based solutions to showcase solutions such as leaky dams.

12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION



13 CLIMATE
ACTION





Social

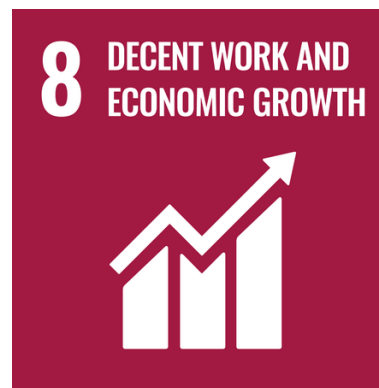


During 2021/22 we have:

- > Maintained our commitment to pay at least the Real Living Wage to all employees, including those on government funded programmes such as Kickstart.
- > Carried out a Gender Pay gap review which highlighted a positive pay gap - 0.8% in favour of female employees and top quartile of salaries showed an 9:7 split in favour of female employees
- > Supported 74 unemployed young people on the Kickstart programme, either within Groundwork or by acting as a Kickstart Gateway employer, with 47 young people progressing into permanent employment .
- > Adopted a Sustainable Procurement Policy and began a review of our internal procurement processes to increase the proportion of our goods and services which are intentionally ethically sourced.
- > Developed & adopted a vision & action plan to improve & embed a successful EDI culture within the organisation.



Urban Rangers on the Kickstart scheme



Our Vision: Equality, Diversion & Inclusion

To provide an environment and culture that is truly inclusive and celebrated, where staff and beneficiaries have a sense of belonging, feel valued for who they are, what they believe in and are continually supported to be the best they can be.

Commitments to delivering this vision include:

- > Training plan for all employees
- > Ethnicity pay gap analysis
- > Improving our approach to beneficiary voice at an organisational level





Governance



During 2021/22 we have:

- Continued to enact our action plan following our Good Governance Review, using the Charity Commission Good Governance Framework in Dec 2020.
- Refreshed our trustee skills audit to support recruitment and developed a trustee training plan.
- Recruited 3 new trustees, and 3 associate trustees, increasing the diversity of our board and bringing in new skills to support our continued development and growth.
- Established a Business Development Advisory Group to oversee our external operating environment and growth plans.
- Continued to service key external partnerships, including the Greater Manchester Natural Capital Group, Chair of Salford CVS consortium and Kirkholt Millions board member.



ESG Review

2021/2022

Please contact us if you have any questions about the content in this document

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