



CHANGING PLACES  
CHANGING LIVES

GROUNDWORK GREATER MANCHESTER

# ESG Review 2022/23

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# Introduction

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2022-23 saw continued growth in the size and scale of Groundwork Greater Manchester. We now employ over 110 permanent staff and have a turnover of over £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 our second ESG review and 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.



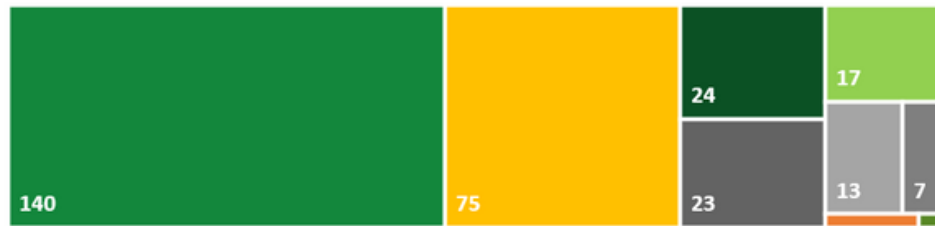
# Environment



# During 2022/23 we have:

- Produced our organisation's carbon reduction plan inline with PPN0621.
- Captured and reviewed our annual carbon emissions, which are summarised as follows:

2022/23 Carbon Emissions



- Business vehicle fleet & fuels
- Gas
- Homeworking
- Staff business mileage
- Water
- Electricity
- Commuting
- Hotdesking with external partners
- Waste

- Switched to an eco-friendly concrete in our landscaping work, wherever possible. This was suggested and driven forward by our staff Carbon Reduction Group



Electric power tools in use

- Switched to electric powered hand tools for our landscaping work, making a one-off saving on 1.3 tonnes of Co2e.
- Improved building fabric of our Birchcroft office, replacing with LED lighting and added roof insulation saving approx 0.7 tonnes of Co2e.



Removing balsam at Boarshaw Clough

- Maintained our status as a Gold Carbon Literate Organisation.
- Carried out on-going maintenance and enhancement of our 5 nature sites, including upgrades to boardwalks at Boarshaw Clough.
- Ran 'The Big Balsam Bash' campaign for a second year, providing time for our teams to protect the environment from this invasive species and encouraging partners and the general public to do the same.





# Social

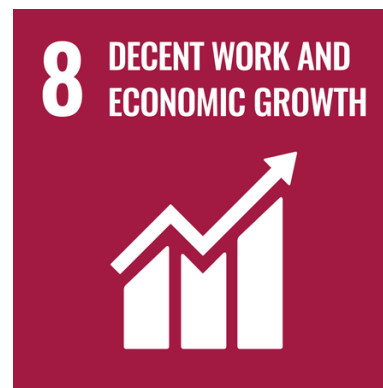


## During 2022/23 we have:

- Gained the Living Wage Employer accreditation with the Living Wage Foundation.
- Improved our recruitment processes to attract more diverse talent.
- Hosted 6 internal events celebrating the diversity of our workforce including Manchester Pride and International Women's Day.
- Introduced new standards through our Sustainable Procurement Policy including Fairtrade refreshments and eco-friendly cleaning products.
- Delivered in-person Equality, Diversity & Inclusion training to 10 members of our senior leadership team and made Equality & Diversity online training an essential course for all employees.



Employee celebration event





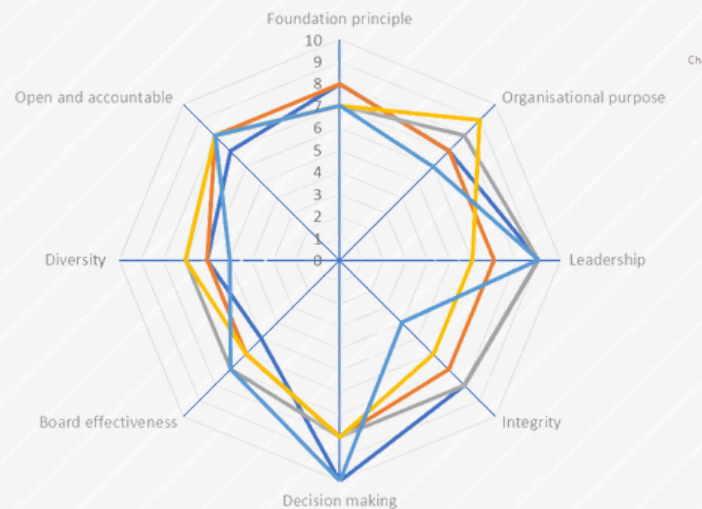
# Governance





## During 2022/23 we have:

- Completed a Good Governance Review, using the Charity Commission Good Governance Framework. The review concluded that our Governance is sound and identified opportunities where we can develop outstanding practice.
- Recruited 4 new trustees, and 2 expert Associates trustees, increasing the diversity of our board, bringing in new skills to support our continued development and growth and strengthening succession planning.
- Focused on board culture and how our board both works as a team and reflects the values of the trust.



Trustees join the Leadership Team to input to the 2023-26 strategy

# ESG Review

## 2022/2023

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

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