



GROUNDWORK GREATER MANCHESTER

# ESG Review 2023/24

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# Introduction

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2023-24 saw continued growth in the size and scale of Groundwork Greater Manchester. We now employ over 120 permanent staff and have a turnover of over £6.5 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 third 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

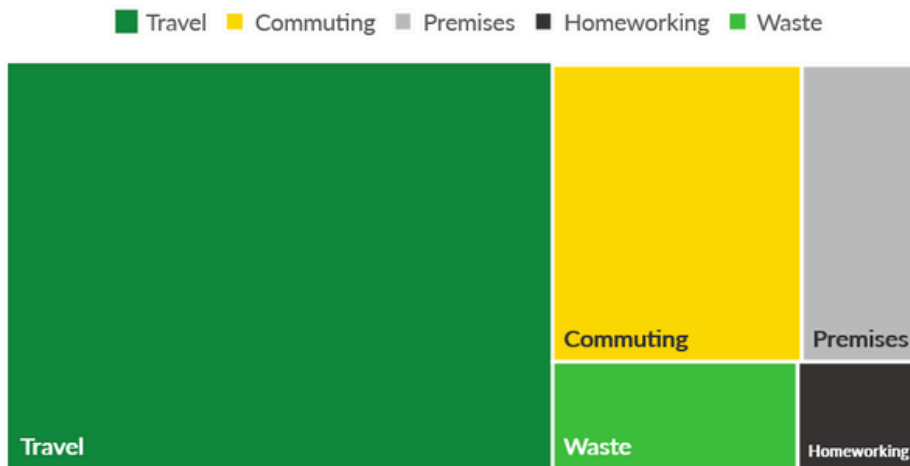




## During 2023/24 we have:

- Captured and reviewed our annual carbon emissions, expanding monitoring to include additional Scope 3 emissions and improving data accuracy. Data for 23/24 can be summarised as follows:

2023/24 Carbon Emissions



- Switched to 100% renewable electricity tariff at our owned office premises.
- Installed public accessible EV charging points at Trafford Ecology Park office.
- Continual improvements related to how we manage waste from our projects.



New EV charging point at Trafford Ecology Park

- This year, carbon emissions per FTE employee averaged at 2.10 tCO<sub>2</sub>e, a reduction of 25% 2022/23 figures.

This is driven by a range of factors, however the following are felt to be the main contributors:

- Pro-actively embedding environmental factors in every operational decision we take.
- Better planning for commuting and business travel including making better use of flexible and remote working options, including shared working spaces within the community.





- > Maintained our status as a Gold Carbon Literate Organisation.
- > Carried out on-going maintenance and enhancement of our 5 nature sites, including maintaining the hey meadows in Roch Valley, helping rejuvenate the diverse grasslands.
- > Took on the management of Fielden Farm in Rochdale as part of a 10 year lease. Employees were supported by volunteers to plant over 8,000 trees, creating a new 12ha mixed woodland site.

**12** RESPONSIBLE  
CONSUMPTION  
AND PRODUCTION



**13** CLIMATE  
ACTION







Social





## During 2023/24 we have:

- Become a member of the Greater Manchester Good Employment Charter, which strives for employment excellence in all seven characteristics of good employment.
- Expanded our guaranteed job interview scheme to include people from minority ethnic backgrounds and people with disabilities, where these groups are under-represented in the recruiting team.
- Hosted 8 internal events celebrating the diversity of our workforce, including events themed on Ramadan, menopause awareness and International Men's Day.
- Over 20 employees, partners, friends and family took part in the Manchester Pride parade, utilising recycled materials to showcase our organisational values.
- Delivered in-person Equality, Diversity & Inclusion training to 89 members of our team and expanded our mandatory online training for all employees to include a course covering unconscious bias.

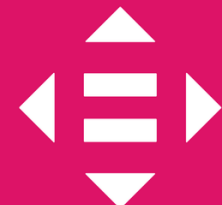


Groundwork employees at Manchester Pride Parade

**8** DECENT WORK AND  
ECONOMIC GROWTH



**10** REDUCED  
INEQUALITIES







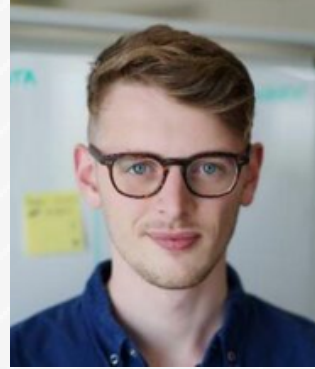
# Governance





## During 2023/24 we have:

- Continued to implement our good governance action plan by recruiting three new Trustees to the board, increasing diversity and ensuring robust succession planning.
- Developed an improved our trustee learning and development programme to ensure more effective governance and increase support for newer, less experienced trustees.
- Focused on board culture ensuring values and behaviours align with our organisational values and encouraging trustees to consider how they live our values both as a board and as individuals.
- Continued to service key external partnerships, including the Greater Manchester Natural Capital Group, Trafford Employment Education & Skills Partnership (Chair), Trafford Climate Network, and Kirkholt Millions board member.





# ESG Review

## 2023/2024

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

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