

HY-TEN Performance Report 2019

HY-TEN Performance Report



As part of our commitment to our sustainable business practices and transparency Hy-Ten has constructed this engagement page to communicate key performances for 2018.

Any additional information can be obtained from our Sustainability Manager.

Adam Kurszewski
ak@hy-ten.co.uk

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STAKEHOLDER ANALYSIS

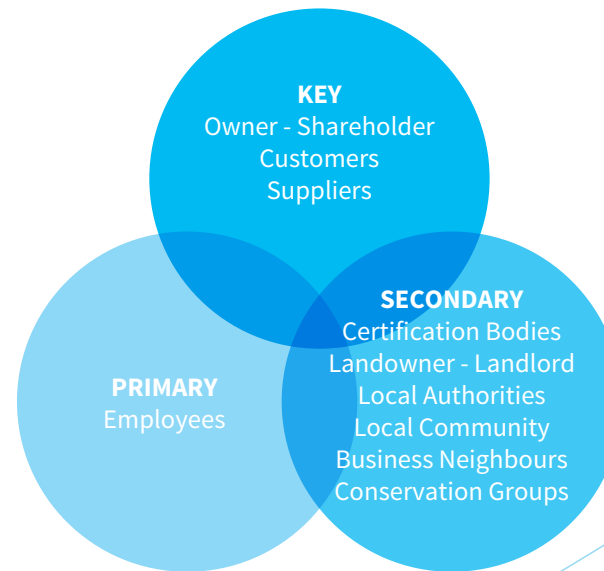
A stakeholder analysis has been carried out and a graphical illustration can be seen below.

- Stakeholders have been categorised as, Primary, Secondary and Key.
- Primary stakeholders: are those ultimately affected, either positively or negatively by an organisation's actions.
- Secondary stakeholders: are persons or organisations who are indirectly affected by an organisations actions.
- Key stakeholders: who can also belong to the first two groups have significant influence upon or importance within an organisation.

Hy-Ten will engage with stakeholders through face to face communication, e-mail, telephone, site visits, and surveillance audits, questionnaires to determine our performance and how we can further improve the long term security of the business.

Hy-Ten will always attempt to ensure our stakeholders views and concerns are considered while making any business decisions.

Please feel free to contact us for any further information.



MATERIALITY MATRIX

▲ ▲ Less Importance to Stakeholders More ▼ ▼	Ability to Impact - High/Low		Ability to Impact - High/Low
		Stable Employment	High
		Pursuing Innovation	High
		Safe and Healthy Working Conditions	High
		Human Rights	High
		Workers' Conditions	High
<<<< Less Importance to Business More >>>>			

▲ ▲ Less Importance to Business More ▼ ▼		Primary Material Use and Materials Efficiency	Low
		Contribution to Diversity and Stability of the Local Economy	High
		Slave Labour and Child Labour	Low
		Energy Use	High
		Transport	High
		Water Use	High
		Biodiversity and Eco-toxicity	High
<<<< Less Importance to Business More >>>>			

Environmental Aspects

Social Aspects

Economical Aspects

HY-TEN CORPORATE MEMBERSHIP WITH KENT WILDLIFE TRUST

Hy-Ten Chatham is pleased to announce their corporate membership to Kent Wildlife Trust.

Founded in 1958 Kent Wildlife Trust are a registered charity (number 239992) and the leading conservation organisation covering the whole of Kent and Medway, dedicated to protecting wildlife and wild habitats for everyone to enjoy.

COMMUNITY RELATIONS

Community relations are important to Hy-Ten and we use various methods to establish and maintain a mutually beneficial relationship with the communities in which we operate.

We strive to develop relationships to help foster our brand and our good name while the community receives support from our initiatives.

This year Hy-Ten has chosen Kent Wildlife Trust as our supported charity.

SUSTAINABILITY / ENVIRONMENTAL PERFORMANCE

	Target 2017	Actual	Target 2018	Actual	Target 2019
Scrap per tonne of produced material: Kent Depot	2.5%	2.1%	2.2%	2.4%	2.2%
Scrap per tonne of produced material: Middlesex Depot	2.5%	2.2%	2.2%	2.4%	2.2%
Scrap per tonne overall:	2.5%	2.2%	2.2%	2.4%	
Electricity Consumption target per tonne of produced material Kent Depot:	15 KW/h	11 KW/h	13 KW/h	11.7 KW/h	12 KW/h
Electricity Consumption target per tonne of produced material Middlesex Depot:	15 KW/h	13 KW/h	13 KW/h	13.7 KW/h	13 KW/h
Electricity Consumption Overall:	15 KW/h	12 KW/h	12.7 KW/h		
Water Consumption target per day Kent Depot:	1.3 m3.	1.1 m3.	1.1 m3.	1.06 m3.	Maintain Current Use.
Water Consumption target per day Middlesex Depot:	1.3m3.	0.9 m3.	1.1 m3.	0.57 m3.	Maintain Current Use.
Water Consumption Overall:	1.3m3.	1.0 m3.	0.83 m3.		
Lost Time Injury Frequency Rate Kent Depot:	16	6.29	<8	0	3
Lost Time Injury Frequency Rate Middlesex Depot:	16	2.28	<7	2.53	4
Overall LTIFR:	16	2.38	7.5	1.26	
General Waste Kent Depot:	Data Collection Period No Target	45.1%	20%	11%	10%
Recycled Waste Kent Depot:	Data Collection Period No Target	54.9%	80%	89%	90%
General Waste Middlesex Depot:	Data Collection Period No Target	20%	40%	42%	37%
Recycled Waste Middlesex Depot:	Data Collection Period No Target	80%	60%	58%	63%
General Waste Overall:	Data Collection Period No Target	44 %	30%	27%	
Recycled Waste Overall:	Data Collection Period No Target	55 %	70%	73%	
Figures do not include production waste					
Transport Target Hy-Ten Fleet vehicles to customer only KG Co2 per tonne of product	12kg	11.08kg	10kg	7.57kg	7kg
Personnel Provided With Specialist Training Kent Depot:			Data Collection Period No Target	27	Increase training and development by 10%.
Personnel Provided With Specialist Training Middlesex Depot:			Data Collection Period No Target	3	Increase training and development by 10%.
Total Personnel receiving specialist training.			Data Collection Period No Target	30	Increase training and development by 10%.
Total Training Hours Kent Depot:			Data Collection Period No Target	1900	Increase training and development by 10%.
Total Training Hours Middlesex Depot:			Data Collection Period No Target	236	Increase training and development by 10%.
Total Training Hours:			Data Collection Period No Target	2136	Increase training and development by 10%.

MANAGEMENT PERFORMANCE

Hy-Ten has achieved certification to ISO 45001:2018 the recently published standard for Occupational health and safety management systems, replacing OHSAS: 18001. Certification can be confirmed by visiting <https://www.ukcares.com/approved-companies>.

Hy-Ten has reached the top of BREEAM's Responsible Sourcing league table for fabricators, the league tables are rated by construction product category.

Rebar

Company	Rating	Certificate No.	Status
HY-TEN Ltd (Fabricator)	Very Good	ECR0005	Valid
BRC Ltd (Fabricator)	Good	ECR0002	Valid
Express Reinforcement Ltd (Fabricator)	Good	ECR0003	Valid
ROM Group Ltd (Fabricator)	Good	ECR0004	Valid
HY-TEN Reinforcement Co Ltd	Pass	1477	Valid
Midland Steel Reinforcement Supplies	Pass	1475	Valid
Thames Reinforcement	Pass	1474	Valid
Capital Reinforcing Ltd	Pass	1469	Valid
ArcelorMittal Kent Wire Ltd t/a AMCS	Pass	1464	Valid
F Brazil Reinforcement Ltd	Pass	1510	Valid

www.bre.co.uk

DATA VERIFICATION

The data within this report has been reviewed and independently verified by Anthesis Group. <https://www.anthesisgroup.com/>

Date Reviewed:

Date Verified:

Verified By:

HY-TEN Performance Report



INDEPENDENT EXTERNAL ASSURANCE STATEMENT

Anthesis
Anthesis Group
Royal London Buildings
42-46 Baldwin Street
Bristol
BS1 1TN

Independent External Assurance Statement

Anthesis Group has been commissioned by HY-TEN to complete an independent review of defined sustainability information for 2018/2019 based on data for the Calendar Year 2017/2018, and to provide a limited External Assurance Statement. This is the second consecutive year Anthesis Group has undertaken such a review.

Scope of Works

Within the independent review, Anthesis provided an opinion on the following three areas:

- a) data accuracy, capture processes and controls
- b) the company's processes and mechanisms in place for the preparation and delivery of the report; and
- c) adequacy and relevance of the data contained in the report

This was subject to available information and related specifically to pages 7 and 8 of the Draft Sustainability Report, which comprise information on HY-TEN's sustainability performance against their key performance indicators. Due to the unavailability of data relating to the transport indicator, Anthesis were unable to review and comment on this within this statement. It is understood that due to a delay in gathering the data from their sub-contractor, HY-TEN will not report their transport performance or targets within their 2019 Sustainability Performance Report.

The opinion is based on an investigation of information provided by HY-TEN, which was limited to a review of the data outputs from their own monitoring systems and the draft 2019 Sustainability Performance Report.

Anthesis followed an evidence-based process to understand the data as per the steps below:

Process to adopt for completing the External Assurance Statement (EAS) for 2018/19

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Findings

Overall

The second publicly available Sustainability Performance Report for 2018/2019, based on data for the Calendar Year 2017/2018 is part of HY-TEN's strategy to establish its brand as a leading reinforcement fabricator in the UK. HY-TEN has maintained its sustainability certification for three years, with Chatham and Staines certified to the Eco-Reinforcement Responsible Sourcing Standard for this period, both sites of which are now certified to UKCARIS Sustainability Scheme only. The organisation has embarked on its second year of publicising its performance against targets.

As per last year's report, HY-TEN's second report is aligned to the BES 6001 Framework Standard for Responsible Sourcing. There have been improvements and additions since last year and it is anticipated that HY-TEN will continue to expand the depth of information in its sustainability reporting in the coming years. The robust monitoring system that HY-TEN has maintained for two years has enabled tracking and monitoring for comparison purposes and allowed comparable targets and objectives to be scrutinised.

HY-TEN has a stakeholder analysis process in place and audits related risks to the company. While we don't provide an opinion on the effectiveness of this process, we note that the audit comprehensively explores stakeholder risks including clear evidence of communication and consultation with a range of HY-TEN's stakeholders.

Content

Appropriate indicators

Indicators selected by HY-TEN are consistent with a manufacturing business of this type and metrics are in line with those recommended in the Eco-Reinforcement Responsible Sourcing Standard. Where metrics differ to those recommended in the standard, for example, the recommended metric for water is "m³ water used per tonne of production output of product", however HY-TEN have chosen to base targets on "m³ water used per day", a thorough explanation has been provided as to the rationale behind the chosen metric. (In the case of water, the chosen metric is meaningful to the organisation and offers greater visibility of their performance in relation to this target, as water is not consumed in their production processes.)

The selected indicators reflect the areas where sustainability performance is tracked by peers and competitors and where opportunities for improvement are known to exist. Since the previous Sustainability Performance Report was produced, HY-TEN has increased the number of indicators they report on by including targets for training and development of staff in the organisation.

Stakeholders

Within their first report, HY-TEN had not conducted an in-depth staff, community and customer survey in their report preparation. The company has since initiated an ongoing risk management audit to support their stakeholder analysis. Information provided has shown that HY-TEN is carrying out key steps to manage risks to stakeholders, such as engaging with employees, communicating with stakeholders and responding to communication received from the local community, amongst others. The Directors at Chatham and Staines along with HY-TEN's SHEQ manager, are members of the UKCARIS Sustainability Scheme Technical Committee which provides some evidence of the company's commitment to sustainability and stakeholder risk management.

Sustainability context

Following the second year of reporting externally verified sustainability information, HY-TEN has demonstrated improvement in performance in 2017/2018 across all branches of sustainability – economic, social and environmental, and show a clear understanding of the thresholds and standards within the sector. HY-TEN has largely met and often exceeded targets in comparison to the previous year, enabling adjustments to be made to the targets to work towards further reductions and improvements.

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In future reports, HY-TEN could enhance their commitment to sustainability by considering their performance against targets at different levels, such as against national sustainability targets, rather than at a level which focuses on efficiencies and performance within the organisation. This will help align the scale of ambition with best practice and with the needs of the wider industry to improve sustainability performance.

Completeness

In its reporting approach, HY-TEN has shown to be increasingly comprehensive and data driven, as compared to the previous year's report. It includes key themes spanning key aspects of sustainability with targets and performance results. Data has been drawn from an internal management system normalised for comparability over time, with a nominated member of staff supporting data collection, which has allowed comparability with HY-TEN's 2018 Sustainability Performance Report.

The site selection currently only covers Chatham and Staines, as they are the only sites that have been certified to the Eco-Reinforcement Responsible Sourcing Standard and are now certified to the UKCARIS Sustainability Scheme. HY-TEN recognises that sustainability reporting requirements (legal and voluntary) will become increasingly stringent and expects the need to report on the performance across their portfolio of sites, thus reflecting their understanding of the importance of capturing this data. There is no doubt that whilst HY-TEN does not report on all of their sites, they are making every effort to standardise their processes for recording and measuring data across all sites, suggesting that they are heading in the right direction.

Transport data was unavailable for review, therefore HY-TEN will not report their transport performance nor targets in 2019. The unavailability of data was due to delays with the transport sub-contractor. HY-TEN should ensure that in the coming years, this data is obtained in advance of drafting the Sustainability Performance Report to ensure that data is complete and to allow comparability of the full suite of targets.

Quality

Balance

Since reporting for the first time in 2018, HY-TEN continues to adopt the same approach and to include 'highlights' within their 2019 report, such as areas where progress has been made. HY-TEN should consider including a narrative within the report which outlines the progress made and future targets in greater detail. HY-TEN has not yet balanced their short-term (year-to-year) performance against the achievement of longer-term goals so it is recommended again that Action Plans for each theme should be mapped-out using a five-year Gantt Chart, with supporting commentary.

Clarity

It was previously recognised that there is a challenge between providing performance on a broad number of themes at the level of detail required to allow independent scrutiny, while making the information sufficiently accessible for the reader. Further, the importance of highlighting the need for a strategic narrative to help the reader understand the relationship between HY-TEN's commitment to sustainability, its performance tracking and the business' overall objectives was recognised.

It is noted that HY-TEN has increased the number of indicators within this year's report, by including targets for the training and development of staff. HY-TEN has demonstrated that a robust system is in place through the provision of information and data. However, in future reports, HY-TEN should include further details on these systems to allow the reader to have greater visibility of the processes and information that is used, as currently this detail may only be evident for those who have access to the data. Further, there remains a need to include a strategic narrative as defined above.

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Accuracy

HY-TEN appears to operate data collection processes that are appropriate to its activities and size and therefore the Eco-Reinforcement Responsible Sourcing Standard (daughter standard to BES 6001) reporting requirements.

It would be beneficial for the data collection process to be carried across to all HY-TEN's sites so that data management is consistent, and to facilitate sustainability reporting across all sites which would, in turn, prevent any trade-offs amongst sites. In our opinion, HY-TEN's approach remains robust and offers a satisfactory level of transparency of their sustainability performance.

Timeliness

The timing of the report has been achieved within the calendar year 2019, and supplier data has shown that figures for waste and recycling have been reported for ISO 14001, ISO 9001 and OHSAS 8001 as well as the Eco-Reinforcement standard.

Comparability

HY-TEN first produced a Sustainability Performance Report last year, allowing comparability between said report and their most recent 2019 draft report. Following a review of data and information provided by HY-TEN, it is clear that there is a robust and logical data collection and recording system in place, as the reports are consistent. It is also evident that this system has matured over the past year, as HY-TEN is now able to show whether they met the past year's targets, and as previously mentioned, they have included an additional indicator regarding the training and development of staff.

Boundary setting

As noted previously, this report is based on data from Chatham and Staines. The quality of reporting from both sites is consistent with the previous year's report and data processes and systems in place.

Anthesis opinion

In its second report, the company continues to demonstrate its commitment to its sustainability goals and managing stakeholder risks. HY-TEN continues to maintain their clear and unambiguous commitment to data collection and monitoring against targets. The company has continued its integration on the supply-side of the Eco-Reinforcement standard, but it remains true that this will need to be extended further in the future to take in additional metrics from its suppliers. It should also explore whether its targets are sufficiently ambitious to align with industry best practice.

Anthesis' review of the data from the Calendar Year 2017/2018 contained within the 2019 Sustainability Performance Draft Report to outline the sustainability/environmental performance identified no evidence of material errors or anomalies. Through discussions with HY-TEN, Anthesis concludes that data processes and systems in place appear to be logical, robust and transparent, and result in a balanced presentation of performance.

Eloise Cuff
Review completed by Eloise Cuff, Consultant

Jono Adams
Approved by Jono Adams, Associate Director
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