

HY-TEN

Performance Report

2021

HY-TEN Performance Report



As part of our commitment to our sustainable business practices and transparency Hy-Ten has constructed this summary to communicate key performances including 2020.

Any additional information can be obtained from our Sustainability Manager.

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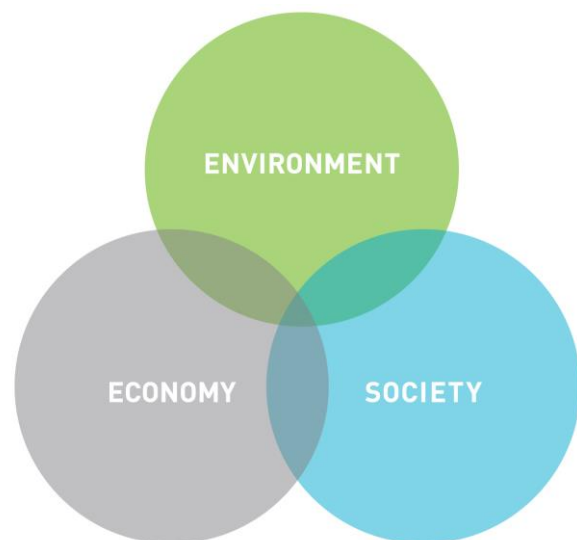
Management Performance

SUSTAINABILITY EXPLAINED

What is a simple definition for sustainability?

Sustainability is meeting our own needs without compromising the ability of future generations to meet their needs. In addition to natural resources, we also need social and economic resources.

What would a sustainable world look like?



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Environmental Sustainability

Ecological integrity is maintained, all of earth's environmental systems are kept in balance while natural resources within them are consumed by humans at a rate where they are able to replenish themselves.

Economic Sustainability

Human communities across the globe are able to maintain their independence and have access to the resources that they require, financial and other, to meet their needs. Economic systems are intact and activities are available to everyone, such as secure sources of livelihood.

Social Sustainability

Universal human rights and basic necessities are attainable by all people, who have access to enough resources in order to keep their families and communities healthy and secure. Healthy communities have just leaders who ensure personal, labour and cultural rights are respected and all people are protected from discrimination.

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STAKEHOLDER ANALYSIS

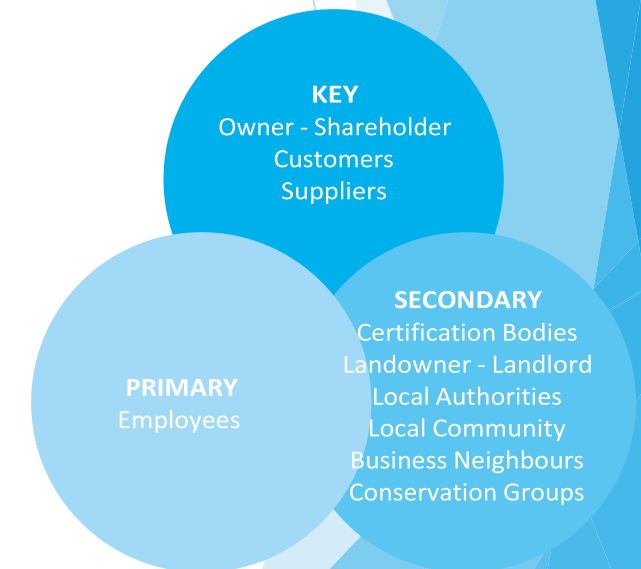
A stakeholder analysis has been carried out and a graphical illustration can be seen below.

- 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.



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MATERIALITY MATRIX

The materiality analysis helps us to identify the economic, social and environmental issues that are most important to our business and our stakeholders. Conducting a thorough analysis in this way not only helps identify issues to be covered in our reporting but also supports decisions on where to focus internal resources.

	Material Aspects		Material Aspects	
	Ability to impact (high/low)		Ability to impact (high/low)	
Less <---- Importance to Stakeholders --> More			Transport	High
			Energy Use	High
			Water Use	Low
			Biodiversity and Eco-toxicity	Low
			Slave Labour & Child Labour	Low
			Contribution to Diversity and Stability of the Local Economy	High
			Stable Employment	High
			Pursuing Innovation	High
Less <---- Importance to Company --> More			Primary Material Use and Materials Efficiency	Low
			Human Rights	High
			Workers' Conditions	High
			Safe and Healthy Working Conditions	High

Environmental Aspects

Social Aspects

Economical Aspects

HY-TEN CORPORATE MEMBERSHIP WITH KENT WILDLIFE TRUST

Hy-Ten Chatham are pleased to announce their continued 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.

Hy-Ten has chosen to continue to its membership with The Kent Wildlife Trust as our supported charity.

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SUSTAINABILITY / ENVIRONMENTAL PERFORMANCE

	Target 2020	Actual	Target 2021	Actual
Scrap per tonne of produced material: Kent Depot	2.2%	2.44%	2.2%	2.54%
Scrap per tonne of produced material: Middlesex Depot	2.2%	1.82%	2.2%	1.97%
Scrap per tonne overall:	2.2%	2.13%	2.2%	2.25%
Electricity Consumption target per tonne of produced material Kent Depot:	12 KW/h	12 KW/h	13 KW/h	13.45KW/h
Electricity Consumption target per tonne of produced material Middlesex Depot:	13 KW/h	14.09 KW/h	13 KW/h	11.5 KW/h
Electricity Consumption Overall:	12.5	13.04KW/h	12.5	12.5KW/h
Water Consumption target per day Kent Depot:	3.8 m3 Daily Maximum	2.2m3	5.6 m3 Daily Maximum.	5.9m3
Water Consumption target per day Middlesex Depot:	3.8 m3 Daily Maximum	0.5m3.	1.1 m3 Daily Maximum.	0.8 m3
Water Consumption Overall:		1.35m3.		3.35 m3
Lost Time Injury Frequency Rate Kent Depot:	7<	2.15	7<	2.53
Lost Time Injury Frequency Rate Middlesex Depot:	7<	0	7<	5.134
Overall LTIFR	4.74	1.07	4.74	3.83
Landfill Waste Kent Depot:	10%	1%	10%	1%<
Recycled Waste Kent Depot:	90%	99%	90%	99.93%
Landfill Waste Middlesex Depot:	37%	1%	37%	2%
Recycled Waste Middlesex Depot:	63%	99%	63%	98%
Landfill Waste Overall:	23.5%	1%	23.5%	2%
Recycled Waste Overall:	76.5	99%	76.5%	98.5%
Transport Target Hy-Ten Fleet vehicles to customer only KG Co2 per tonne of product	8.5kg	7.94Kg	8.5Kg	7.7Kg
Personnel Provided With Specialist Training Kent Depot:	Increase training and development by 10%.	66	Increase training and development by 10%.	41
Personnel Provided With Specialist Training Middlesex Depot:	Increase training and development by 10%.	20	Increase training and development by 10%.	0
Total Personnel receiving specialist training.	Increase training and development by 10%.	86	Increase training and development by 10%.	41
Total Training Hours Kent Depot:		2785		2920
Total Training Hours Middlesex Depot:		296		350
Total Training Hours:		3081		3270

Total training hours have increased but specialist training has decreased as this is given on an induction / refresher basis; improved staff retention has made this less essential.

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MANAGEMENT PERFORMANCE

Hy-Ten remain among the higher rating Responsible Sourcing league table for fabricators, the league tables are rated by construction product category.

Company	Rating	Certificate No	Status
Hy-Ten Ltd	Very Good	1477	Valid
F Brazil reinforcement Ltd	Very Good	1510	Valid
Capital Reinforcing Ltd	Very Good	1469	Valid
ArcelorMittal Kent Wire Ltd t/a AMCS	Good	1464	Valid
Thames Reinforcements	Good	1750	Valid
Midland Steel Reinforcement Supplies	Good	1475	Valid
Thames Reinforcements	Good	1474	Valid

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RELATIVE LINKS

Kent Wildlife Trust

<https://www.kentwildlifetrust.org.uk/support-us/become-business-member/meet-our-supporters>

BRE Responsible League Tables

<https://www.bre.co.uk/page.jsp?id=3569#33>

CARES – UK Certification Authority for Reinforcing Steels

<https://www.ukcares.com/approved-companies/details?page=10>

Free Courses Sustainability training

<https://www.futurelearn.com/courses/collections/reducing-your-environmental-impact>