



Sustainability Strategy

2023



Your Sustainability Goals. In Reach.



At Bryson we focus all our efforts on helping Management & Fit-Out Contractors like you improve supply of Safety, Fixings and Protection products with the development of our Smarter. Faster. Greener. methodology, known as the "The Bryson Way".

Our unique methodology means we focus on giving you the best service, systems, products and people to keep your projects on track, within budget and thanks to our industry-leading 3P sustainability strategy, keep your sustainability goals within reach.

All delivered by the industry's first Carbon Negative supplier.

All our efforts are focussed around 3 key pillars:

Planet, Procurement & People

Our vision is to be the sustainable supplier of choice.

We achieve this by ensuring our business is as economically, environmentally, and socially sustainable as possible by reducing our environmental impact and carbon footprint, supporting our staff and communities, and implementing sustainable, ethical procurement practices while strengthening local supply chains.



Our Long Term Goal: Being Net Zero by 2030

While we work towards our longer term net zero goal, our 3P sustainability strategy guides us in making positive moves forward to reduce our impact year on year, and help support your green goals.



PLANET

Reducing our environmental impact and carbon footprint on our **planet**

Industry first certified **Carbon Negative** supplier.

Reducing carbon emissions with an **Electric Delivery Fleet**.

Minimise waste through prevention, re-use, recycling & safe disposal.



PROCUREMENT

Ethical **procurement** with a drive for sustainable sourcing & innovative product solutions

Reducing risk in our supply chain, with a focus on supporting local manufacturing.

More sustainable, low impact and plastic-free **product innovations**.

Actively supporting **responsible supply chains** through auditing & due diligence.



PEOPLE

Drive social value through engaging with our **people** and local communities

Partnering with **social enterprises** to support local communities.

Leader in **employee** health, safety, welfare, and development.

Foster a culture of being a **Great Place To Work**.



Reducing our environmental impact and carbon footprint on
our planet



We're excited to be the first Certified **Carbon Negative** supplier in
the construction industry, so you're greener with us.

What Does Carbon Negative Mean For You?

As a Carbon Negative supplier, your sustainability goals are in reach. We can help you reduce your
scope 3 emissions.

Our tonnes of CO2 emissions per employee and per £M turnover have been reduced since our
baseline year based on our ongoing 3P sustainability strategy action plan, which will continue to be
our focus for reducing CO2 emissions as we move towards our long-term goal of being net zero by
2030.

Follow our Carbon Negative journey [here](#)

Creating Order Efficiencies to Reduce Emissions

We work with our customers on order efficiencies, by encouraging them to consolidate their orders
where possible, to reduce the number of small orders

Any orders less than £30n value, incur a 'Small Order Eco Charge' in a bid to eliminate multiple
small deliveries that increase delivery miles and CO2 emissions.

The 'Small Order Eco Charge' collected throughout the year is used towards our carbon offsetting
initiatives, such as planting trees or investing into renewable energies.





Reducing our environmental impact and carbon footprint on our planet

Optimising our Bryson Delivery Fleet

In April 2022 we welcomed 2 Electric Vehicles (EV's) into our Bryson delivery fleet. As a result of this change we save over 11 tonnes of CO2 carbon emissions a year! Imagine what a full fleet of electric vehicles can achieve.

Our goal is to have a fully electric Bryson delivery fleet by 2030. This change will provide a green Bryson fleet, which will on average remove over 100 tonnes of CO2 from our roads each year!



Looking forward, our goals for an improved delivery fleet include:

- Increase deliveries carried out by a Bryson van
- A later Bryson van within London (10am – 6pm)
- Continue to increase our delivery success rate
- Improve our routes & increase our average deliveries

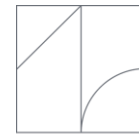
All of these combined efforts mean less time spent on the road, therefore less CO2 emissions!



Reducing our environmental impact and carbon footprint on our planet

Optimising our Bryson Delivery Fleet

Our Bryson delivery fleet are Fleet Operator Recognition Scheme (FORS) Silver and CLOCS accredited. We also run high tech systems for optimising route planning & delivery success rates with Maxoptra. This means we're operating our fleet safely, efficiently and in an environmentally sound manner.

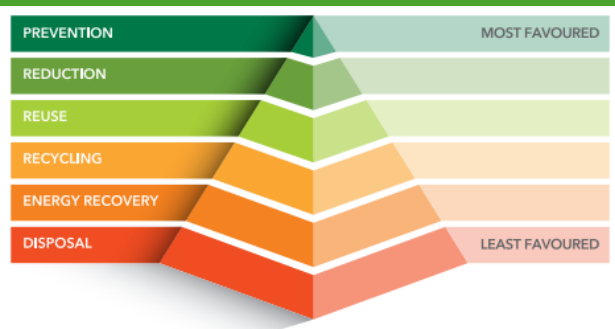


With the above in place we have **increased our average deliveries by 15%** and increased our **delivery success rate by 8%**, meaning more goods delivered to your sites. We spent **less time** on the road therefore **reduced our CO2 emissions by over 20%**, making your deliveries greener.

Understand more about our sustainable Logistics operations [here](#)

Waste Management & Recycling

We have partnered with a leading waste management company ACM for a number of years on their Greener Path Programme - a unique, holistic and totally sustainable waste management strategy. We have achieved Zero Waste to Landfill every year, meaning a diversion of up to 100% of waste from landfill via efficient recycling and energy recovery.



By diverting waste to landfill and recycling any cardboard and plastic waste we have saved over **70 tonnes** of carbon over the last 5 years.



Reducing our environmental impact and carbon footprint on our planet

Waste Management & Recycling

Making every delivery green.

In 2022 we successfully launched our plastic free direct packaging initiative, which was aimed at removing all single use non-recyclable plastic from our Bryson packaging.

The initiative includes our new Bryson brown boxes (printed with 70% less ink), paper and cardboard packing instead of plastic bubble wrap, paper packaging tape instead of plastic, and sugar cane eco mailing bags instead of polythene.



It started in 2019 when we replaced bubble wrap with shredded cardboard boxes where possible. The cardboard predominantly comes from goods received from our manufacturers and suppliers that would otherwise go to recycling.

As a result, we have **reduced** the amount of bubble wrap **plastic used by 80%**. That's the equivalent of 22 football field lengths of plastic removed every year!

Since then we have changed our direct packaging to be **fully plastic free**, by eliminating our plastic packaging tape and reducing the amount of ink printed on our boxes which affects the recycling process. We've also introduced carbon neutral sugar cane eco mailer bags.

Working on indirect packaging

Partnering with more sustainable suppliers has provided us with new packaging ideas and solutions. We are actively working with all our key suppliers to find alternative packaging solutions which are plastic free, recyclable, and more sustainable.



Reducing our environmental impact and carbon footprint on our planet

Waste Management & Recycling



Bryson are one of the only companies in the construction industry to offer proper recycling of PPE. We have partnered with a leading specialist in the destruction and recycling of all PPE used on construction sites to provide a circular economy where everything is re-used, recycled and responsibly destroyed - and the best part is NOTHING goes to landfill!

Plus your brand identity is safely destroyed for your own intellectual property protection.

We offer a **simple solution** that suits all sites great or small. We can recycle all your textile PPE (such as hi vis clothing, workwear, face masks and gloves) as well as all plastic, polymer and metal PPE (such as helmets, safety specs, safety boots and ear defenders).

No contract needed – simply contact us when you need PPE recycling



An average PPE recycling breakdown:

20% goes into Tier 1, 60% goes into Tier 2, and 20% into Tier 3. This means that 80% of PPE is recycled and formed into other products!

Tier 1 – Cottons, Wools, Tensels, Mono-Blend Fabrics

Tier 2 - Polys, Nylons, Complex Blends

Tier 3 – polyester fabrics or used for energy



Reducing our environmental impact and carbon footprint on
our **planet**

Waste Management & Recycling

We have partnered with well established social enterprise schemes to help eliminate waste, re-use and recycle, and most importantly help communities across the UK.

The Community Wood Recycling project is one such scheme.



SAVING RESOURCES | CHANGING LIVES

We recognise that we have a responsibility to the environment beyond legal and regulatory requirements. We are committed to reducing our environmental impact and continually improving our environmental performance as an integral part of our business strategy and operating methods. We will encourage customers, suppliers and other stakeholders to do the same.

Our full Environmental Statement can be viewed [here](#)



Ethical procurement with a drive for sustainable sourcing & innovative product solutions

Ethical Sourcing

Bryson operates a preferred supplier procedure and maintains a preferred supply list, with due diligence conducted on all suppliers before allowing them to join the supply chain. Our supply chain qualification process checks whether any suppliers have been convicted or had a noticed served upon them for infringement of The Modern Slavery Act 2015 (our statement policy can be viewed [here](#)).

100% of our supply chain are compliant.



Being Sedex members gives Bryson full line of visibility when it comes to supply chain traceability, auditing & due diligence.

We have a robust process in place for supply chain vetting and due diligence, so you have complete peace of mind that we have the best interests in mind and ask our suppliers to become Sedex members. Working directly with Sedex members means all the due diligence checks have already been made and we're confident we are partnering with responsible and ethical businesses.



For further information on our Sedex membership and supply chain vetting process, click [here](#)



Ethical **procurement** with a drive for sustainable sourcing & innovative product solutions

Ethical Sourcing

Our Gold membership to Constructionline gives you piece of mind that we're a validated high-quality supplier.

We're assessed for environmental management, quality management, equal opportunities, modern slavery act adherence and anti-bribery and corruption policies.



Constructionline
Gold Member



Bryson controls and manages activities to ensure risks to ethical and legal requirements are identified and actions are taken to eliminate or minimise their effects.

Bryson are committed:

- To comply with its legal obligations under the current Health, Safety and Welfare Act, Environmental Protection Act and other European Acts, regulations, policies, and laws.
- To promote health, safety, and environmental awareness throughout the organisation.
- To maintain a safe and healthy working environment for its employees, with adequate facilities appropriate to the nature of the business activities.
- To ensure all suppliers fully comply with the principles outlined in our Ethical Trading Code of Conduct.
- To minimise the social impact of the company activities and avoid damage to the environment through regular reviews of the business from environmental and management systems audits.
- Our suppliers' factories are Worldwide Responsible Accredited Production (WRAP) certified.



Ethical **procurement** with a drive for sustainable sourcing & innovative product solutions

De-risking our Supply Chain and Supporting UK Manufacturing

Bryson's directors have had a goal since 2018 to create a sustainable supply chain outside of China. Through the COVID pandemic we were thankful to have pulled out most of our supply chain from China and redirect our sourcing efforts to more ethical and sustainable manufacturers.

In Q1 2021 we placed our last order direct with China which was a key milestone as a business.

In 2021 for the first time, were 0% reliant on China for direct spend and 25% reliant on indirect spend, with a goal of **0% indirect spend**.



Further efforts to de-risk our supply chain are focused on supporting local British manufacturing by sourcing products that are locally sourced in the UK. Overall, this supports our drive for a more sustainable supply chain, but it also helps to reduce carbon footprint by reducing long-haul shipping.

Our Sustainable Procurement Policy is one of the ways in which Bryson demonstrates its commitment to being the leader in sustainable development. Further information about our policy can be viewed [here](#).



Ethical procurement with a drive for sustainable sourcing & innovative product solutions

Innovative Products

We're constantly working with our supply chain of manufacturers and suppliers to offer the construction industry more sustainable everyday products for site.

Our latest range of eco-friendly products is designed to reduce waste in the construction industry, as well as offer more sustainable products including plastic-free and recyclable alternatives.

We are also working hard to bring you more locally sourced products to support local British manufacturing, which helps reduce carbon footprint by reducing long-haul shipping.

PROFESSIONAL ECO-FRIENDLY CLEANING RANGE



No more single use plastic



Ready to use measured dose of water soluble cleaning sachets



100% recycled polyester

Compared to standard polyester EcoVis produces:

50% less emissions

50% less carbon dioxide



100% Paper



ECOsign

Meet your green goals with ECOsign board. Everything you would expect from a sign – flat, smooth surface with excellent printability, rigid and stable, and 100% paper.

Please call us on 020 8660 9119 and speak to our Sales Team





Drive social value through engaging with our **people** and local communities

Supporting Communities

As a business we feel that we have a social responsibility to do all we can to support charitable causes. In the light of this, we make substantial donations to a charity known as The Grace Trust.

The GRACE TRUST *Helping Hand*

The Grace Trust is a grant making charity which has been established for nearly 50 years and it is run entirely voluntarily. It makes grants to a wide range of charitable causes and to all sizes of charity, from the very large to the very small.

It provides Bryson with a valuable service as it applies a comprehensive and stringent selection procedure before a grant is made to a charity. We are therefore completely assured that the money we donate goes to bona fide charities that have been thoroughly vetted.

Through The Grace Trust we support a wide range of charitable needs worldwide. It also enables us to support national and local life-saving charities such as Air Ambulances and Lifeboats throughout the country. The Grace Trust works with over 450 charities.

Bryson have supported many charitable causes throughout the years with the most notable causes being the MacMillan Coffee Morning's and Save the Children Christmas Jumper Day's hosted at our offices every year.





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Supporting Communities

We also support the Rapid Relief Team every year with donations as well as staff members who support volunteer days. The RRT was inspired by community spirit and the gift of giving. The

RRT offers quality catering assistance and tangible support to charities, government and emergency services confronting some of humankind's greatest challenges. Whether it be fire, drought or even a global pandemic, RRT volunteers bring hope to people in their time of need.

Some more recent volunteer and donation support events have been for the Vauxhall Bridge helicopter accident, World Homeless Day and the Manchester flooding.



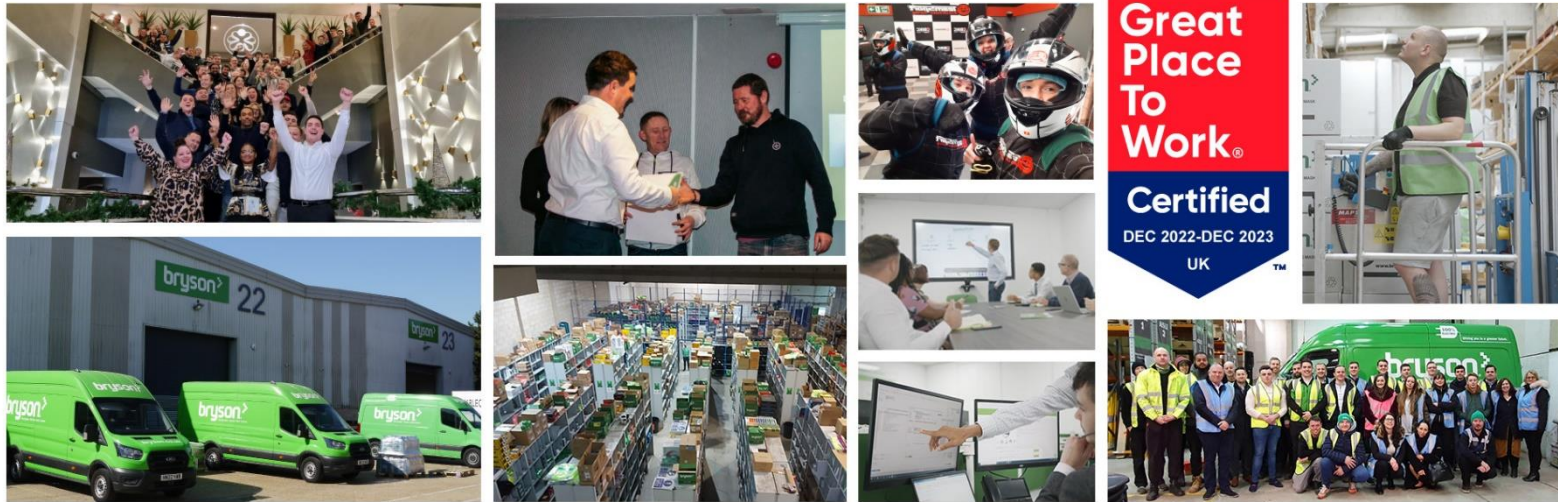
At Bryson over half of our workforce are local people. We also support those who might be marginalized from the labour market, and we have a strict Equal Opportunities policy that ensure no applicant (or employee) are discriminated against in any way. Our policies can be viewed [here](#) on our website.

We also provide **work experience** to local schools during the holiday breaks to help aspiring youth gain real business experience, and some have become full time employees with us after leaving school.



Drive social value through engaging with our **people** and local communities

Supporting our Staff



We're officially the 5th greatest place to work in the UK for medium organisations.

The people make the business and Bryson know this better than anyone. From new parents to school leavers, to those that have been here for years and those who are newcomers, every person is valued. By collaborating with all our staff, we will keep moving forward and keep introducing more reasons for everyone to love working here!

Find out more about Great Places To Work [here](#).

LinkedIn LEARNING

For many years we have supported younger staff with apprenticeships and graduate training to help grow their skillset and support them in the transition from school to the working environment.

In 2020 we started a 'Free Up Friday' initiative designed to encourage every member of staff to spend 1 hour a week on learning and personal development, which is something we're passionate about. We have partnered with LinkedIn Learning and other training platforms to give our staff access to the knowledge and learning they need.



Drive social value through engaging with our **people** and local communities

Supporting our Staff

We offer all our staff and families a confidential and free 24/7 Helpline through Bupa, which offers around-the-clock mental wellbeing support. The helpline advises on a range of challenges including legal/landlord, financials, health and mental health, child support/care and work-related issues.



We are also long-standing members of Citation who assist Bryson with HR and Health & Safety support and expertise. Through a highly qualified team of consultants, we ensure all our staff are looked after and supported to the highest professional standard.

Partnering with Social Enterprises



Helping support Women in Construction with equal feminine hygiene standards on construction sites.

Partnering with a social enterprise like Hey Girls not only tackles the subject of period poverty but also challenges the industry to have better access to feminine hygiene on projects.

For every unit of Hey Girls products we sell, a woman in need is helped. We've helped over 1500 women with free period products.

Find out more about Hey Girls [here](#).

